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ABSTRACT

The 1966 amendments to the Fair Labor Standards Act extended enterprise coverage to all public and private educational institutions. In October 1968, one out of seven of the 2 million nonsupervisory nonteaching employees working in schools was paid below the $1.30 minimum wage which became effective on February 1, 1969. Three-fifths of those below the minimum were employed in the South, although this region accounts for only a third of the total nonsupervisory work force. Nationwide, 68 percent of all schools employing 39 per cent of all nonsupervisory employees paid no worker less than $1.30 an hour in October 1968. Nonsupervisory employment in educational institutions rose by 3 percent between October 1968 and March 1969, while average hours worked per week declined slightly. Wage adjustments during the period were limited almost entirely to raising the wages of those below the minimum. The average weekly wage bill increase was 0.6 percent, compared to a 1 percent weekly increase required to raise wages to the minimum of $1.45, which became effective on February 1, 1970. (Author/BH)

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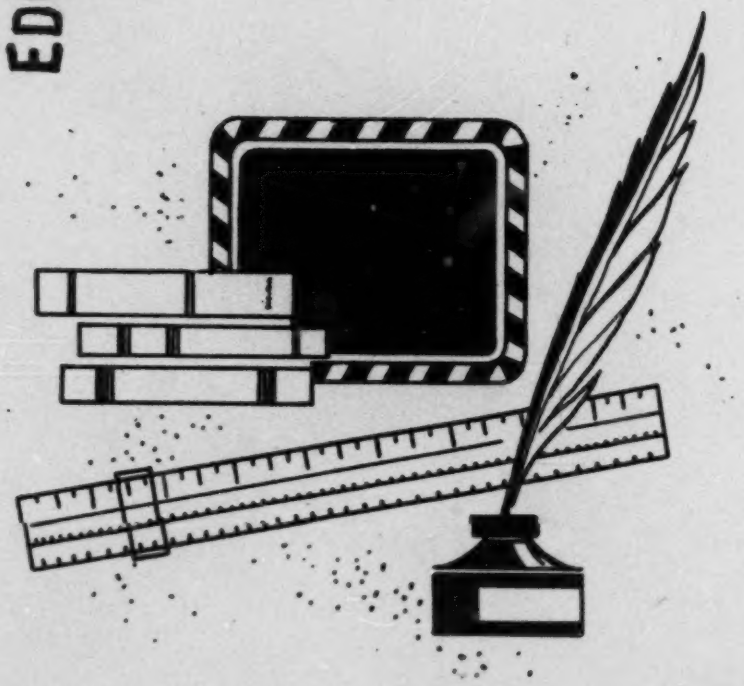

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EDUCATIONAL INSTITUTIONS

A study of the economic effects of the $1.30 minimum wage and 40 hour maximum workweek standards under the Fair Labor Standards Act

SUBMITTED TO THE CONGRESS – 1970

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U.S. DEPARTMENT OF LABOR
Wage and Labor Standards Administration
Wage and Hour and Public Contracts Divisions

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PREFACE

Section 4(d) of the Fair Labor Standards Act requires the Secretary of Labor to submit an annual report to the Congress which contains "an evaluation and appraisal...of the minimum wages established by this Act."

This study of educational institutions is another in a series of studies designed to measure economic changes associated with the extension of minimum wage and overtime protection to additional employees in various industries by the 1966 amendments to the Fair Labor Standards Act.

This study was prepared in the Office of Research and Legislative Analysis, Wage and Hour and Public Contracts Divisions under the direction of Jack I. Karlin.

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SUMMARY

Workers affected by the $1.30 minimum wage

In October 1968, 15 percent of the 2.1 million nonsupervisory employees of educational institutions were paid less than $1.30 an hour, the Federal minimum wage that became effective on February 1, 1969, for most of these employees. Three-fifths of the industry's low wage workers were employed in the South and comprised almost 30 percent of the nonsupervisory employees in that region. A greater proportion of nonsupervisory workers were paid less than $1.30 an hour in schools in nonmetropolitan than in metropolitan areas, in private schools than in public schools, and in schools above high school level than in elementary and secondary schools.

Wage bill increases required by the $1.30 minimum wage

The impact of the higher minimum wage was greatest in the South. The average weekly wage bills of educational institutions rose 1.4 percent, compared to the nationwide increase of 0.6 percent. The Northeast and West, were least effected by the February 1969 increase with wage bill adjustments averaging only 0.1 percent in each region.

Employment changes

Between the October 1968 and March 1969 survey periods, employment of nonsupervisory personnel in educational institutions increased 3 percent with 63,000 employees added to the work force of the industry. Employment increases were recorded in all regions, and ranged from 2.4 percent in the West to 4.8 percent in the Northeast. The most significant gains were reported in metropolitan as opposed to nonmetropolitan areas, public schools as compared to private schools and elementary and secondary schools rather than schools above the high school level.

Changes in the wage structure

Changes in the wage structure of educational institutions between the survey periods indicate that wage increases granted in response to the higher Federal minimum were limited almost entirely to nonsupervisory employees in the lowest wage brackets. The proportion of workers paid less than $1.30 decreased 13 percentage points. At the same time, the proportion of employees paid at least $1.30, but under $1.35 increased by 11 percentage points. There was, however, only a 2 percentage point rise in the proportion of workers receiving $1.35 or more, even though the higher paid employees comprised 80 percent of the work force. As a result, nationwide, average hourly earnings increased only 4 cents from $2.20 an hour in October 1968 to $2.24 in March 1969.

Regionally, wage structure changes paralleled those noted for the nation as a whole, and regardless of the type of ownership or grade level of the schools surveyed, decreases in the proportion of employees paid less than $1.30 were almost equally offset by gains in the proportion of workers paid between $1.30 and $1.35 an hour.

Changes in hours worked

Survey data for the October 1968 and March 1969 survey periods disclose a fractional decline in the average weekly hours of nonsupervisory employees in educational institutions following the effective date of the change in workweek standard from 42 hours to 40 hours on February 1, 1969. The decrease in average weekly hours was influenced by a reduction in the proportion of employees working over 40 hours a week.

Changes in matched school units

Of the 34,500 schools and school districts which provided data for both survey periods, October 1968 and March 1969, 23,400 experienced no wage impact on the effective date of the $1.30 an hour minimum wage. To determine the influence of the degree of wage impact on changes in wage structure, employment, and hours worked, the 11,100 schools with some wage impact were divided into 3 wage impact groups so that approximately one-third fell in each group. Comparison between the low, medium, and high wage impact groups disclosed little correlation between degree of impact and changes in employment, wages and hours. For example, the largest proportionate employment increase between October 1968 and March 1969 occurred in the high impact establishments, second only to the no impact group. Moreover, employment either increased or remained the same in seven-eighths of the high impact schools, a higher proportion than for the low and medium impact group. Furthermore, an analysis of the absolute employment change during the survey period disclosed that the number of employees paid less than $1.65 an hour remained constant in both survey periods indicating that employers did not change the number of lower paid workers in response to the application of the $1.30 minimum, but restructured the wage levels at the low end of the wage ladder to accommodate the mandatory wage increase.

Implications of the $1.45 minimum wage effective February 1, 1970

Based on the March 1969 wage distributions, almost one-fourth of the nonsupervisory employees in the country's educational institutions will be required to be given wage increases on the effective date of the $1.45 minimum wage, February 1970. **The new minimum wage is expected** to have a somewhat greater impact than the $1.30 an hour minimum wage. The wage bill increase for all schools required by the $1.45 minimum wage will be **1.0 percent. Regionally, the higher rate will have** the greatest impact on the South, where in March 1969, 42 percent of the workers were paid less than $1.45 an hour. **A large proportion**

of the work force will be required to be granted wage increases. The average weekly wage bill will have to be increased 2.3 percent in that region. In the Northeast and West the required wage bill increases will be 0.3 percent.

Supplementary pay provisions

Supplements to cash wages are an important part of the remuneration of a substantial proportion of the nonsupervisory staff. In terms of occupational groups, skilled maintenance employees, the highest paid group, received the most "fringe benefits," whereas food service workers, the lowest paid group, were provided with the least. Most employees received some time off with pay for designated holidays during the year. Paid vacations, health insurance, pension plans, and sick leave were frequently available to office clerical, skilled maintenance, and custodial employees, but not to the majority of food service personnel. Overtime premium pay in excess of that required under the FLSA--time and one-half the regular rate for all hours worked over 40 per week--was the least prevalent of the fringe benefits; it was granted to less than 40 percent of all nonsupervisory workers.

STATUS OF EMPLOYEES OF EDUCATIONAL INSTITUTIONS
UNDER THE FAIR LABOR STANDARDS ACT

The 1966 amendments extended the minimum wage and overtime pay protection of the Fair Labor Standards Act to large numbers of employees of educational institutions by redefining enterprise under section 3(r) and adding a new section 3(s)(4). Section 3(r) was revised by adding the following:

> "For purposes of this subsection, the activities performed by any person or persons--
>
> > (1) in connection with the operation of...a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such ...school is public or private or operated for profit or not for profit).
>
> shall be deemed to be activities performed for a business purpose."

The amended section 3(s) includes:

> "...an enterprise which has employees engaged in commerce or in the production of goods for commerce, including employees handling, selling, or otherwise working on goods that have been moved in or produced for commerce by any person, and which--
>
> "(4) is engaged in the operation of...a school for mentally or physically handicapped or gifted children, an elementary or secondary school, or an institution of higher education (regardless of whether or not such...school is public or private or operated for profit or not for profit)."

The minimum wage and overtime provisions of the Fair Labor Standards Act were extended by the 1966 amendments to most nonsupervisory employees of public and private, profit and nonprofit educational institutions. Employees of State and local governments who are employed in such institutions were brought within the purview of the Act by revision of section 3(d). This section now reads in pertinent part:

> " 'Employer' includes any person acting directly or indirectly in the interest of an employer in relation to an employee but shall not include the United States or any State or political subdivision of a State (except with respect to employees of a State or a political subdivision thereof, employed (1) in a...school referred to in the last sentence of subsection (r) of this section...."

It should be noted that teachers and academic administrative personnel in public or private elementary or secondary schools and in institutions of higher education are specified in section 13(a)(1) as coming within the minimum wage and overtime exemption for executive, administrative and professional employees.

The minimum wage for employees of educational institutions newly covered by the 1966 amendments to the Act was set at $1.00 an hour beginning February 1, 1967. The rate was increased to $1.15 an hour beginning February 1, 1968, and became $1.30 on February 1, 1969. It will become $1.45 on February 1, 1970, and $1.60 on February 1, 1971.

Overtime pay of one and one-half times the regular rate of pay was required for these newly covered employees for all hours worked in excess of 44 hours a week beginning February 1, 1967, 42 hours a week beginning February 1, 1968, and 40 hours a week beginning February 1, 1969.

The Act continues to apply, as it did before the 1966 amendments, to non-exempt employess of private schools, including institutions of higher education, who are individually engaged in interstate commerce or producing goods for interstate commerce, and to other employees of private school establishments having such employees if the annual gross volume of the enterprise is $1,000,000 or more. (In the case of organizations which are not operated for profit, gross dollar volume from eleemosynary, religious, educational and other similar activities is not counted toward this monetary requirement.) Employees in such previously covered employment must now be paid $1.60 an hour and receive overtime compensation at a rate of not less than one and one-half times their regular rates of pay for all hours worked over 40 in any workweek.

SPECIAL SURVEY

Nature and purpose

This special study of wages and hours of work in educational institutions is part of the Wage and Hour and Public Contracts Divisions' continuing research program relating to the expanded protection prescribed by the 1966 amendments to the Fair Labor Standards Act.

Survey data were obtained for payroll periods in October 1968 and March 1969. The scope of this study includes nonsupervisory, noninstitutional employees in all public and private schools, elementary and secondary schools, colleges, universities, professional schools and junior colleges. In the analyses which follow the term "school," as it relates to public elementary and secondary schools, usually refers to school districts, in most other references it relates to single physical locations.

The purpose of this study was to measure the impact and effects of the $1.30 minimum wage and the 40-hour workweek, both of which became effective February 1, 1969. Included in the survey are separate tabulations for the United States, four broad geographic regions, metropolitan and nonmetropolitan areas, as well as data on type of school, type of ownership, degree of unionization and the prevalence of certain fringe benefits by occupational groups. Separate wage and weekly hours of work tabulations are presented for six occupational groups--office clerical employees, food service employees, custodial employees, bus drivers, skilled maintenance employees and other nonsupervisory employees. The residual category includes miscellaneous occupations such as school nurses, teachers' aides, or various student aides.

Also examined are implications of the $1.45 minimum wage which becomes effective on February 1, 1970.

A detailed account of the scope of the survey and a complete set of reference tables are contained in the Appendix.

Composition of the industry, March 1969

a. By geographic location

In March 1969, educational institutions employed 2.2 million nonsupervisory workers. Regionally, the largest number of these employees worked in the South and North Central regions each of which accounted for almost a third of all such workers. The nonsupervisory employees

were heavily concentrated in metropolitan areas where 64 percent of these workers were employed.

Region	Nonsupervisory employees	
	Number (thousands)	Percent
United States	2,181.1	100
Metropolitan areas	1,396.4	64
Nonmetropolitan areas	784.7	36
Northeast	470.9	22
South	668.0	31
North Central	632.0	29
West	410.2	19

b. By ownership

Over four-fifths of the industry's nonsupervisory employees worked in public schools. The regional distribution of workers in public schools followed the pattern for all schools, but an especially high proportion--36 percent--of the nonsupervisory employees working in private schools were employed in the Northeast.

Region	Nonsupervisory employees			
	Public schools		Private schools	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	1,790.9	100	390.2	100
Northeast	330.5	18	140.5	36
South	566.1	32	101.8	26
North Central	532.0	30	100.1	26
West	362.3	20	47.8	12

c. By type of school

Elementary and secondary schools employed three-fifths of all nonsupervisory workers. In both elementary and secondary schools, and

institutions of higher learning, the distribution of nonsupervisory employees by region roughly corresponded to that for all schools.

Region	Nonsupervisory employees			
	Elementary and secondary		Above high school level	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	1,289.3	100	891.8	100
Northeast	293.0	23	178.0	20
South	413.6	32	254.3	29
North Central	351.3	27	280.8	31
West	231.5	18	178.7	20

d. By occupation

Distributed by occupational group, the largest proportion of nonsupervisory employees--27 percent--are included in the category of "other non-supervisory employees." Office clerical employees ranked second in number and comprised 24 percent of all nonsupervisory employees while food service and custodial workers each accounted for 19 percent of the total.

Occupational group	Nonsupervisory employees	
	Number (thousands)	Percent
All occupations	2,181.1	100
Office clerical	522.3	24
Food service	419.3	19
Custodial	423.7	19
Skilled maintenance	74.9	3
Bus drivers	145.8	7
Other nonsupervisory employees	595.2	27

Workers affected by the $1.30 minimum wage

a. By geographic location

Of the 2.1 million nonsupervisory employees working in educational institutions in October 1968, 1 out of 7 was paid less than $1.30 an hour, which became the minimum wage on February 1, 1969. The South led the regions both in the number of workers affected and in the proportion of all nonsupervisory employees which these workers comprised. Twenty-nine percent of all nonsupervisory employees in the South were paid less than $1.30 an hour compared to 13 percent in the North Central region, 7 percent in the West and 5 percent in the Northeast. Although less than

a third of all nonsupervisory employees worked in the South, 59 percent of the workers affected by the new minimum wage were employed there. The proportion of workers affected who were located in the North Central region--25 percent--was roughly equivalent to the proportion of all nonsupervisory employees working in that region. The Northeast and the West each employed about one-fifth of the nonsupervisory work force, but these regions each accounted for less than a tenth of the nonsupervisory employees earning less than the new minimum.

An especially high proportion of the workers affected were concentrated in nonmetropolitan areas. Nationwide, over one-fourth of all nonsupervisory employees in these areas were paid less than $1.30 an hour, while the corresponding proportion in metropolitan areas came to an eleventh. In each of the four regions, the proportion of employees paid less than $1.30 an hour in nonmetropolitan areas was at least twice that of metropolitan areas. Although only one-third of the nonsupervisory workers were employed in nonmetropolitan areas, two-thirds of the low paid workers were found there.

Region	Employees paid less than $1.30 an hour		
	Number (thousands)	Percent	Percent distribution
United States	321.2	15	100
Metropolitan areas	118.8	9	37
Nonmetropolitan areas	202.7	26	63
Northeast	24.1	5	7
South	190.0	29	59
North Central	79.6	13	25
West	27.5	7	9

b. Ownership

Most of the employees affected by the $1.30 minimum wage worked in public schools during the October 1968 survey period, but a higher proportion of the nonsupervisory work force in private than in public schools--20 percent compared to 14 percent--was paid less than the new minimum that was to become effective four months later. In all regions, public schools employed most of the nonsupervisory employees earning less than the new minimum, but the difference was especially marked in the South. However, the proportion of nonsupervisory employees who were paid under

$1.30 an hour was twice as large in private schools as in public schools in all regions except the South.

Region	Employees paid less than $1.30 an hour			
	Public schools		Private schools	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	245.8	14	75.4	20
Northeast	13.1	4	10.9	8
South	156.1	28	34.1	33
North Central	56.2	11	23.3	23
West	20.5	6	7.2	15

c. By type of school

Three-fifths of all nonsupervisory employees worked in elementary and secondary schools, but more than half of the workers paid less than $1.30 an hour in October 1968 were employed in institutions of higher learning. Nationwide, 1 out of 5 nonsupervisory employees working in institutions of higher learning earned less than the new minimum, while the proportion which such workers comprised in elementary and secondary schools was only a tenth. Regional variations were far more pronounced for elementary and secondary schools than for schools above the high school level.

Region	Employees paid less than $1.30 an hour			
	Elementary and secondary		Above high school level	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	141.9	11	179.7	21
Northeast	3.9	1	20.1	12
South	105.2	26	84.9	34
North Central	25.7	8	54.0	20
West	6.5	3	20.8	12

d. By occupation

Tabulations by occupational group indicate that a fourth of all nonsupervisory employees and over two-fifths of those earning less than $1.30 an hour were classified as "other nonsupervisory employees." Food service workers comprised 20 percent of all nonsupervisory employees and one quarter of the workers affected. Office clerical and custodial workers accounted for 24 percent and 19 percent, respectively, of all

nonsupervisory employees, but each of these occupational groups accounted for only about a ninth of all those earning less than $1.30 an hour.

Occupational group	Employees paid less than $1.30 an hour		
	Number (thousands)	Percent	Percent distribution
All occupations	321.8	15	100
Office clerical	36.2	7	11
Food service	90.9	22	28
Custodial	38.1	9	12
Skilled maintenance	.2	*	*
Bus drivers	16.5	12	5
Other nonsupervisory employees	139.1	25	43

*Less than 0.5 percent.

e. By degree of impact

In October 1968, almost 7 out of 10 schools or school districts paid none of their employees less than $1.30 an hour. These schools employed two-fifths of all nonsupervisory employees. In contrast, almost a fifth of the schools accounting for almost a fourth of the nonsupervisory employment in the industry were paying wages below $1.30 an hour to at least a fourth of their employees four months before that rate became the applicable Federal minimum wage. As indicated below, the impact in the South was far greater than in any of the other regions.

Percent of employees paid less than $1.30 an hour	Percent of schools or employees in specified employees affected interval				
	United States	Northeast	South	North Central	West
	Percent of all schools				
None	68	88	40	65	82
Less than 5 percent	3	3	3	4	4
5 and under 25 percent	10	5	14	10	10
25 percent or more	19	4	43	22	5
	Percent of all employees				
None	39	68	15	32	55
Less than 5 percent	19	16	14	30	16
5 and under 25 percent	19	10	23	21	20
25 percent or more	23	7	47	18	8
	Percent of employees paid less than $1.30 an hour				
Less than 5 percent	2	4	1	4	3
5 and under 25 percent	17	22	12	22	34
25 percent or more	81	74	87	75	63

Wage bill increase required by the $1.30 minimum wage

The effect of the $1.30 Federal minimum wage on the weekly wage bill of educational institutions, although quite modest overall, varied significantly by region. It should be noted, however, that all estimates of the impact of the new minimum wage may be overstated because they are based on wages paid in October 1968 and make no allowance for increases that may have been granted nonsupervisory employees between that month and February 1, 1969, the effective date of the new minimum wage.

Nationwide, the average weekly wage bill of all schools and school districts had to be increased only 0.6 percent to comply with the new minimum wage. As previously indicated, 68 percent of the schools employing 39 percent of all nonsupervisory employees required no wage increases, and an additional 13 percent of the schools employing an additional two-fifths of the nonsupervisory work force experienced wage bill increases of less than 1 percent. In contrast, only 6 percent of the schools had to increase their weekly wage bills by as much as 5 percent. These institutions accounted for only 4 percent of the nonsupervisory employment, but 17 percent of the low wage workers in the industry in October 1968.

Percent increase in weekly wage bill	Percent of schools or employees in specified wage bill increase interval				
	United States	Northeast	South	North Central	West
	Percent of all schools				
None	68	88	40	65	82
Less than 1 percent	13	8	14	14	14
1 and under 5 percent	13	2	34	14	3
5 percent or more	6	2	12	7	1
	Percent of all employees				
None	39	68	15	32	55
Less than 1 percent	40	27	37	52	39
1 and under 5 percent	18	5	38	14	5
5 percent or more	4	*	10	3	*
	Percent of employees paid under $1.30 an hour				
Less than 1 percent	26	45	15	34	60
1 and under 5 percent	57	54	61	56	37
5 percent or more	17	2	23	10	3

*Less than 0.5 percent.

The impact of the higher minimum wage was more apparent in the South. Even there, two-fifths of the schools required no wage bill increase and an additional seventh required an increase of less than 1 percent. However, one-eighth of the southern schools employing about a tenth of the South's nonsupervisory employees experienced wage bill increase of 5 percent or more. For the region as a whole, the weekly wage bill increase was 1.4 percent, as compared with 0.1 percent in the Northeast and West and 0.5 percent in the North Central region.

Region	Percent of schools affected	Percent of employees paid less than $1.30 an hour	Percent increase in weekly wage bill
United States	32	15	.6
Northeast	12	5	.1
South	60	29	1.4
North Central	35	13	.5
West	18	7	.1

Employment changes

a. By geographic location

Employment of nonsupervisory personnnel in educational institutions increased moderately between October 1968 and March 1969, a period spanning the February 1, 1969 effective date of the $1.30 an hour Federal minimum wage. A total of 63,600 employees were added to the nonsupervisory work force of schools, colleges, and universities, a rise of 3 percent. Regional gains ranged from 2.4 percent in the West to 4.8 percent in the Northeast.

Region	Number of employees (thousands)		Change 1968-1969	
	1968	1969	Number (thousands)	Percent
United States	2117.5	2181.1	63.6	3.0
Northeast	449.4	470.9	21.5	4.8
South	652.0	668.0	16.0	2.5
North Central	615.6	632.0	16.4	2.7
West	400.5	410.2	9.7	2.4

Although employment increased in both metropolitan and nonmetropolitan areas--3.5 and 2.2 percent, respectively--three out of every four workers added were employed by educational institutions in metropolitan areas.

Region	Change in employment 1968-1969			
	Metropolitan areas		Nonmetropolitan areas	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	46.7	3.5	16.9	2.2
Northeast	18.1	5.2	3.5	3.5
South	10.4	3.1	5.5	1.8
North Central	10.0	2.7	6.4	2.6
West	8.3	2.8	1.5	1.4

b. By type of ownership

In public schools, there were significant gains in employment for the United States and each of the four regions, ranging from 2.6 percent in the West to 5.7 percent in the Northeast. Nationwide, more than four-fifths of all nonsupervisory educational employees worked in public institutions in October 1968 but they accounted for 94 percent of the employment increase between October 1968 and March 1969. Nonsupervisory employment in private schools increased only 1 percent during the survey period.

Region	Change in employment 1968-1969			
	Public schools		Private schools	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	60.0	3.5	3.6	.9
Northeast	17.8	5.7	3.8	2.8
South	16.3	3.0	-.5	-.5
North Central	16.5	3.2	-.1	-.1
West	9.3	2.6	.3	.6

c. By type of school

The employment increase in elementary and secondary schools was more than twice the increase reported in schools above the high school level. The largest gain in elementary and secondary school employment both in absolute terms and proportionately was in the Northeast, where almost 17,000 additional workers were added, an increase of 6.1 percent. Schools above the high school level experienced their most substantial rise in the

South, where the number of nonsupervisory personnel increased by 6,900, or 2.8 percent, between the survey periods.

Region	Changes in employment 1968-1969			
	Elementary and secondary		Above high school level	
	Number (thousands)	Percent	Number (thousands)	Percent
United States	44.2	3.5	19.4	2.2
Northeast	16.8	6.1	4.8	2.8
South	8.9	2.2	6.9	2.8
North Central	12.6	3.7	3.9	1.4
West	5.9	2.6	3.8	2.2

d. By occupation

All five specific occupational groups for which survey data were collected separately showed increases in employment ranging from only 0.6 percent for food service workers to 3.3 percent for bus drivers. However, almost three-fifths of the overall employment increase occurred in the "other nonsupervisory employees" group, which increased 6.5 percent during the 5-month period between October 1968 and March 1969.

Occupational group	Change 1968-1969	
	Number (thousands)	Percent
All occupations	63.6	3.0
Office clerical	12.8	2.5
Food service	2.5	.6
Custodial	5.2	1.2
Skilled maintenance	2.1	2.9
Bus drivers	4.6	3.3
Other nonsupervisory employees	36.5	6.5

Changes in the wage structure

Nationwide, the average straight-time hourly earnings of nonsupervisory employees rose four cents, from $2.20 to $2.24, between October 1968 and March 1969. This 1.8 percent increase was higher than the 0.6 percent weekly wage bill increase required by the new minimum wage, indicating the occurrence of changes not directly related to the higher Federal minimum. By way of comparison, gross average hourly earnings in all private nonagricultural industries increased 2.1 percent during this period, from $2.92 in October 1968 to $2.98 in March 1969.

a. By geographic location

The imposition of the $1.30 minimum wage had a significant effect on the wage pattern of the lowest paid workers in educational institutions, but relatively little effect on the rest of the wage structure. Not only were a large number of school employees earning less than the new minimum--1 out of 7--but over half of these low-paid employees were concentrated in the $1.15 minimum wage interval. Changes in the wage distribution between October 1968 and March 1969, clearly indicate that wage increases granted in response to the step-up in the Federal minimum wage to $1.30 an hour were pretty much confined to school employees at the low end of the wage ladder.

Nationwide, the sharp decrease in the proportion of nonsupervisory employees paid less than $1.30 an hour--13 percentage points--was offset almost entirely by the gain at the new minimum wage interval--11 percentage points. The proportion paid $1.35 or more--which represented 80 percent of the employees in October 1968--rose only 2 percentage points between the survey periods, much of the limited wage change above the higher minimum occurring in the intervals between $1.35 and $1.60.

Regionally, changes in the wage distribution paralleled the wage effects noted for the nation as a whole. In the Northeast, West, and North Central regions, wage changes that occurred over the period that the $1.30 minimum became effective, were limited almost entirely to offsetting changes in the wage distribution below and at the minimum wage level. Even in the South, where a wage increase was mandatory for 3 out of 10 employees, the marked reduction in the proportion of employees paid less than $1.30 an hour in October 1968--27 percentage points--was accompanied by a nearly equivalent increase--23 percentage points--in the $1.30-$1.35 minimum wage interval.

Percentage-point change in the proportion of employees in earnings interval, October 1968-March 1969

Earnings interval	United States	Northeast	South	North Central	West
Under $1.30	-13	-5	-27	-10	-5
$1.30 and under $1.35	11	4	23	8	4
$1.35 and under $1.45	1	*	2	1	*
$1.45 and under $1.60	1	*	1	*	*
$1.60 and over	1	1	2	1	1

*Less than 0.5 percent.

Since 5 out of 8 school employees paid less than $1.30 an hour in October 1968, worked in smaller communities, the $1.30 minimum was bound to have a much greater effect on the wage structure in nonmetropolitan areas than in metropolitan areas. In nonmetropolitan areas, the concentration of employees in the $1.30-$1.35 minimum wage interval increased by 20 percentage points during the survey period, compared with 5 percentage points in metropolitan areas. In both the large and small communities, wage changes above the minimum wage level were minor, indicating relatively little immediate indirect wage effects due to the increase in the minimum wage standard.

Earnings interval	Percentage-point change in the proportion of employees in earnings interval, October 1968-March 1969	
	Metropolitan areas	Nonmetropolitan areas
Under $1.30	-7	-24
$1.30 and under $1.35	5	20
$1.35 and under $1.45	1	1
$1.45 and under $1.60	*	1
$1.60 and over	1	2

*Less than 0.5 percent.

b. By ownership and type of school

Information obtained on changes in the wage structure in schools classified by type of ownership and by grade level, provide further confirmation that wage increases granted during the survey period were largely limited to gains in the proportion of nonsupervisory employees paid at or immediately above the $1.30 minimum wage interval. Regardless of geographic location, type of ownership, or grade level, the decrease in the proportion of employees earning less than $1.30 an hour in October 1968, was reflected in an almost equal gain in the proportion of employees paid between $1.30 and $1.35 an hour. Moreover, the magnitude of change consistently reflected the relative concentration of low-paid employees.

Earnings interval	Percentage-point change in the proportion of employees in earnings interval, October 1968-March 1969			
	Public schools	Private schools	Elementary and secondary	Above high school
Under $1.30	-12	-16	-9	-19
$1.30 and under $1.35	10	14	7	16
$1.35 and under $1.45	1	1	1	1
$1.45 and under $1.60	1	*	*	1
$1.60 and over	1	2	1	2

*Less than 0.5 percent.

c. By occupation

Of the six occupational categories for which earnings data were collected separately, the application of the $1.30 minimum had a moderate to substantial effect on all but one--skilled maintenance employees. Food service employees, the lowest paid of the specific occupational groups, experienced the greatest decrease in the proportion of workers paid less than $1.30 an hour--18 percentage-points--and the largest change at the minimum wage interval--13 percentage-points. The wage change between October 1968 and March 1969, was even more substantial for the "all other" group of nonsupervisory employees; the proportion of employees paid less than the higher minimum decreased 22 percentage-points, and the gain in the $1.30-$1.35 minimum wage interval was 18 percentage-points.

Earnings interval	Percentage-point change in the proportion of employees in earnings interval, October 1968-March 1969					
	Office clerical	Food service	Custodial	Skilled maintenance	Bus drivers	Other employees
Under $1.30	-6	-18	-8	*	-11	-22
$1.30 and under $1.35	5	13	7	*	12	18
$1.35 and under $1.45	*	2	-	*	*	1
$1.45 and under $1.60	-	1	*	-	-	1
$1.60 and over	1	2	1	*	-	2

*Less than 0.5 percent.

Changes in hours worked

Although the change between October 1968 and March 1969, in the proportion of employees working short, regular, or long workweeks, varied somewhat among the regions, the two groups of employees most directly affected were those working less than 15 hours a week, or more than 40. Overall, the proportion of employees on part-time workweeks increased 1 percentage-point, and the proportion working more than 40 hours a week decreased 1 percentage-point. Consequently, average weekly hours declined fractionally--27.5 to 27.0--and total man-hours worked increased less than total employment.

Weekly hours interval	Percentage-point change in the proportion of employees in hours interval, October 1968-March 1969				
	United States	Northeast	South	North-Central	West
Under 15	1	2	1	*	2
15 and under 35	-	*	*	*	-1
35 and under 40	*	*	-1	1	*
40	*	-1	1	1	-1
Over 40	-1	-1	-2	-1	*

*Less than 0.5 percent.

Since relatively few employees worked over 40 hours a week in October 1968--7 percent--the 1 percentage-point reduction during the survey period in the proportion of these employees would appear to be significant. Thus, the reduction in the workweek standard from 42 hours to 40 hours on February 1, 1969, was accompanied by a decrease of 16 percent in the number of employees working over 40 hours a week, and 15 percent in the aggregate overtime hours worked (Appendix tables 20 and 22). Nevertheless, the average number of overtime hours per overtime worker per week remained constant in the two survey weeks at 4.6 hours, and more than half of the overtime hours worked by the 123,000 employees with workweeks in excess of 40 hours in March 1969, were accumulated by employees whose weekly hours exceeded the workweek standard which was established two years earlier--44 hours.

To provide an additional perspective of the factors influencing changes in hours of work during the survey period, a comparison was made of the change in aggregate man-hours worked, by hourly earnings and weekly hours of work intervals for the South and areas outside the South. This comparison indicates that in both sections of the country a reduction in long workweeks may have been used to partially offset the combined effects of wage increases required by the minimum wage and the reduction in the weekly hours standard from 42 hours to 40 hours (Table 1).

The change in aggregate man-hours worked generally reflected the change in employment. Decreases occurred in aggregate man-hours worked in workweeks, of over 40 hours in virtually all earnings intervals in both the South and non-South. For employees paid under $1.45 an hour reductions were also reported in aggregate man-hours worked in all hours intervals except for an increase in aggregate man-hours worked under 15 a week in the South. Thus, the data indicate that employers may have reduced hours worked in long workweeks, regardless of hourly earnings, to partially offset costs associated with either the new labor standards or to minimize the cost of the employment increases of higher paid workers. Aggregate man-hours worked were reduced to a greater extent for the lowest paid workers, regardless of geographic location, apparently to partially offset wage increases associated with the higher minimum.

Although the reduction in long workweeks was reflected in the decrease in average weekly hours in all earnings intervals in areas outside the South, average weekly hours increased fractionally for employees paid $2.00 an hour or more in the South. Thus, southern schools apparently emphasized a reduction in total man-hours worked by lower paid employees to offset increased wage costs, but took little if any action to reduce the hours of their highest paid employees.

Changes in matched school units

Over 99 percent of the nonsupervisory work force was employed in the 34,500 schools or school districts for which data were provided for both

survey periods--October 1968 and March 1969. Of the total, 23,400 schools employing about two-fifths of the nonsupervisory employees paid none of their employees less than $1.30 an hour in October 1968, 4 months prior to the effective date of that minimum wage. The remaining third of the matched schools employing three-fifths of the nonsupervisory work force were required to grant wage increases to one or more employees to meet the higher minimum wage.

To determine the extent that changes in wage structure, employment, or hours worked were influenced by degree of wage impact, the 11,100 matched schools with one or more employees paid less than $1.30 an hour in October 1968, were arrayed by the percent increase in the hourly wage bill required to comply with the new Federal minimum wage, and divided into three impact groups--low, medium, and high--with nearly equal numbers of schools in each group (Appendix tables 29-30). The hourly wage bill increases required by the $1.30 minimum wage ranged from a negligible tenth of a percent for the low impact group to 5.6 percent for the highest impact group, with substantial variations among schools within each category.

The wage impact group comparisons disclose a pattern of effects on wages, hours of work, and employment, similar to that noted for the industry as a whole (Tables 2 and 3). Regardless of wage impact category, changes in the wage structure were confined almost entirely to a decrease in the proportion of employees paid less than $1.30 an hour, and a corresponding increase at or immediately above the new minimum wage interval. Total man-hours worked increased proportionately less than employment in no, low, and high wage impact schools, and declined fractionally in medium wage impact schools. Employment increased for higher paid workers in all wage impact groups, and decreased for employees paid less than $1.45 an hour in all schools directly affected by the minimum wage increase.

The data further indicate, however, that the employment change in schools was substantially influenced by an upgrading in employment unrelated to the coincident effect of the minimum wage change. For example, practically no change occurred in the actual employment of low wage workers in high wage impact schools, despite the fact that the increase in wage costs directly attributable to the higher minimum, was mainly concentrated in these high impact schools. Furthermore, employment either increased or remained the same in seven-eighths of the high impact schools, a higher proportion than for the low and medium impact groups. On the other hand, almost all of the employment decrease for low wage workers was accounted for by low and medium wage impact schools, where the corresponding increase in direct wage costs average only 0.1 and 1.6 percent, respectively. Thus, there is no clear and absolute correlation between reductions in the number of low paid workers, and the direct impact of the increase in the minimum wage to $1.30 an hour.

An analysis of the absolute employment change during the survey period (Appendix Table 2) reinforces the conclusion indicated by the matched data, namely that the dominant influence on employment was not limited to employer reaction to the new labor standards, but also involved the continuing effect of employment upgrading. In October 1968, 154,000 employees, or 7 percent of the work force, were concentrated in the $1.15-$1.20 minimum wage interval then in effect. By March 1969, the number and proportion represented at the new minimum wage interval--$1.30-$1.35--which became effective February 1, 1969, was 327,000 or 15 percent of the work force. Moreover, the decrease of 41,000 in the number of employees paid less than $1.35 an hour during the survey period, was offset entirely by a concomitant gain in the 30-cent wage interval above the new minimum interval, with most of the change accounted for by nearly equal increases in the number of employees in each 5-cent interval between $1.35 and $1.55 an hour. Thus, the number of employees paid less than $1.65 an hour remained constant at 817,000 in both survey weeks, indicating that employers did not change the number of these lower paid workers in response to the application of the $1.30 minimum, but restructured the wage levels at the low end of the wage ladder to accommodate the mandatory wage increase.

On the other hand, the number of higher paid workers, or those earning $1.65 an hour or more, increased by 64,000 between October 1968 and March 1969. The majority of these new employees represented an increase in the employment of workers in the upper part of the wage structure. Since 5 out of 6 of the 64,000 worker increase in employees paid $1.65 an hour or more, were workers paid $2.00 an hour or more, it appears that the increase in employment during the survey period represented an employment upgrading. Moreover, 18,000 of these nonsupervisory employees, or 29 percent of the total increase between October 1968 and March 1969, were employees paid at least $3.00 an hour.

Implications of the $1.45 minimum wage effective February 1, 1970

In March 1969, almost one-fourth of the 2.2 million nonsupervisory employees in educational institutions throughout the country were paid less than $1.45 an hour, the Federal minimum wage which becomes effective ten and one-half months later on February 1, 1970. Assuming no wage changes after the March survey period, a 1.0 percent increase in the wage bill of all educational institutions will be required to raise the wages of all nonsupervisory employees paid less than $1.45 an hour to that level. The $1.45 rate will have a greater impact nationwide and to a larger extent in the South than did the $1.30 minimum wage in February 1969. Four months before the effective date of the $1.30 an hour minimum wage, 29 percent of all nonsupervisory employees in the South were paid less than that rate, while ten and one-half months prior to the February 1, 1970 increase, 42 percent of the workers were being paid less than $1.45 an hour. Again, assuming no changes in the wage structure between March 1969 and February 1970, the average weekly wage

bill increase in the South required by the new $1.45 an hour minimum wage is expected to be 2.3 percent. In the Northeast and West, the effects are expected to be minimal, with only 10 and 13 percent, respectively, of the nonsupervisory employees affected, and a wage bill increase of only 0.3 percent in each region, based on the March 1969 survey data.

Region	Percent of schools affected	Percent of employees paid less than $1.45 an hour	Percent increase in weekly wage bill
United States	50	24	1.0
Northeast	30	10	.3
South	78	42	2.3
North Central	54	22	.7
West	36	13	.3

As was the case with the $1.30 minimum wage in February 1969, the impact of the $1.45 minimum will be greater in nonmetropolitan than in metropolitan areas. This is most evident in the South, where more than half of the employees in the nonmetropolitan areas will require a raise in wages as compared to less than a third of the work force in the metropolitan areas. Also, the proportion of nonsupervisory workers paid less than $1.45 was greater in private schools than in public schools--30 percent compared to 22 percent--and for schools above the high school level than for elementary and secondary schools--31 percent compared to 19 percent. The differences in impact between private and public schools and between elementary and secondary schools and institutions of higher education were less marked in the South than elsewhere.

Half of the nation's schools, employing about a quarter of the nonsupervisory work force, will not have to increase their weekly wage bill at all in February 1970 in order to comply with the $1.45 minimum

wage. Regionally, the proportion of schools unaffected ranged from 70 percent in the Northeast to only 22 percent in the South.

Percent increase in weekly wage bill	Percent of schools or employees in specified wage bill increase interval				
	United States	Northeast	South	North Central	West
		Percent of all schools			
None	50	70	22	46	64
Less than 1 percent	16	18	15	16	16
1 and less than 5 percent	22	9	39	26	12
5 percent or more	12	2	25	13	8
		Percent of all employees			
None	23	45	3	18	39
Less than 1 percent	41	44	27	52	43
1 and less than 5 percent	29	10	50	27	18
5 percent or more	7	1	20	3	1
		Percent of employees paid under $1.45 an hour			
Less than 1 percent	20	46	9	28	35
1 and less than 5 percent	58	52	55	62	60
5 percent or more	22	2	36	10	5

Supplementary pay provisions, March 1969 1/

Supplementary pay provisions, or "fringe benefits," provide a sizeable supplement to the regular cash wages of regularly employed nonsupervisory employees in educational institutions. The main types of benefits provided the four selected occupational groups--office clerical, food service, custodial, and skilled maintenance--include overtime premium pay, paid holidays, paid vacations, and health, insurance, or pension plans.

The degree to which supplementary pay provisions were extended to nonsupervisory employees in educational institutions varied geographically, among types of schools and by occupational groups. Public schools provided fringe benefits somewhat more often than did private schools. The type of supplementary pay most commonly provided by both public and private schools was paid holidays. Overtime premium pay for hours beyond a specified number a day represented the benefit least often

1/ If provisions for supplementary benefits were applicable to half or more of all the workers regularly employed in any of the four selected occupational categories the benefits were considered applicable to all workers in that category, if fewer than half of the workers were covered, the benefit was considered nonexistent.

supplied. In terms of occupational groups, the highest salaried occupational group, skilled maintenance employees, also received the most fringe benefits and food service workers, the lowest paid, were provided the least. In all regions except the South, nearly all skilled maintenance employees in public and private schools received paid vacations, paid holidays, and health, insurance, or pension plans.

Public schools in the South generally provided fewer fringe benefits than public schools in any other region. In private schools, coverage by these supplementary pay provisions was lowest in the South and West. However, public and private schools in the West provided daily overtime premium pay more often than schools in the other regions, but private schools in the West provided the other fringe benefits much less frequently (Appendix Tables 31 and 32).

Overtime premium pay

In March 1969 over a third of nonsupervisory employees worked in educational institutions that had more liberal overtime premium pay provisions than those required by the FLSA. The most common provision called for premium overtime payments after 8 hours per day and 40 per week.

Schools in the West, provided higher overtime premium pay standards much more frequently than schools in any other region; the proportion of employees covered by this benefit ranged from 80 percent for skilled maintenance workers to 62 percent for food service employees in public schools, and from 61 percent for office clerical and custodial employees to 45 percent for skilled maintenance workers in private schools (Appendix Table 33).

Paid holidays

The overwhelming majority of school employees were given some time off with pay for designated holidays during the year. Paid holidays were extended to 9 out of 10 office clerical, custodial, and skilled maintenance employees in both public and private schools. Over half of these employees worked for schools that granted nine or more paid holidays a year. In contrast, almost two-fifths of the food service workers were employed in public and private schools that had no formal provisions for any paid holidays for employees in that occupational group. However, about a third of the food service employees in public and private schools were paid for at least nine holidays a year.

Payment for holidays was least prevalent in private schools in the West, where only three-fifths of office clerical and custodial employees, and three-eighths of food service workers were paid for any holidays (Appendix Table 34).

Paid vacations

In both public and private schools more than 8 out of 10 office clerical, custodial, and skilled maintenance employees were granted paid vacations, but this benefit was extended to less than a third of food service employees in public schools and half of these workers in private schools. In virtually all cases, vacations were based on length of service. Employees most commonly received 2 weeks vacation after 1 year and up through 5 years of service. After 10 years of employment over half of the employees who received paid vacations were allowed three weeks or more time off.

Regionally, private schools in the West stand out as the schools providing the least paid vacation benefits. Almost half of the office clerical and custodial employees, and over seven-tenths of the food service employees received no paid vacation at all (Appendix Table 35).

Health, insurance, and pension plans

The most frequently provided health, insurance, and pension plans include sick leave, retirement pensions, hospitalization insurance, and surgical insurance. In public schools, almost nine-tenths of office clerical, custodial, and skilled maintenance employees received sick leave with full pay, and more than eight-tenths of the workers in these occupations were granted retirement pensions. Between six and seven-tenths of the employees in these three occupational groups working in public schools were covered by hospitalization and surgical insurance plans subsidized in whole or in part by the employer. Seven-tenths of food service employees in public schools received sick leave and retirement pensions, and less than half of them were covered by hospitalization and surgical insurance.

Sick leave, retirement pensions, hospitalization insurance, and surgical insurance also comprised the benefits most often extended to employees in private schools. The proportion of employees in private schools receiving sick leave ranged from three-fourths of skilled maintenance workers to one-half of food service employees. A somewhat smaller proportion of the workers were provided with hospital and surgical insurance. As compared to public schools, a smaller portion of employees in private schools were covered by retirement pension plans.

Typically, private schools in the West offered less benefits than schools in other regions (Appendix Table 36).

Unionization

Collective bargaining agreements were not prevalent in educational institutions in March 1969. However, the schools or school systems that did have union contracts were among the larger ones. Thus, while only 13 percent of the public schools had collective bargaining agreements in effect for skilled maintenance employees at the time of the survey, they accounted for a third of all such employees, and the 8 percent of the schools with contracts covering custodial workers employed 29 percent of all custodial workers. Five percent of the public schools with union contracts covering food service workers or office clerical employees employed 19 percent and 15 percent of the employees in the respective occupational categories.

There was considerable regional variation in the degree of unionization within each of the occupational groupings; the proportions in the Northeast and North Central were substantially higher than the corresponding proportions in the South and West. Unionization was less prevalent in private schools than in public schools (Appendix Tables 37-38).

Table 1. Percent change in aggregate hours worked by weekly hours of work and average hourly earnings, South and non-South, October 1968-March 1969

Weekly hours of work	Total		Under $1.45		$1.45 and under $1.60		$1.60 and under $2.00		$2.00 and under $2.50		$2.50 and over	
	Non-South	South	Non-South	South	Non-South	South	Non-South	South	Non-South	South	Non-South	South
Under 15	5.7	7.0	-6.2	3.6	11.4	23.2	12.3	17.2	22.7	8.9	11.5	5.2
15 and under 35	2.1	3.3	-6.6	-1.2	*	18.2	1.8	8.4	4.3	4.5	8.7	1.4
35 and under 40	6.2	*	-9.9	-19.7	5.0	19.2	1.4	7.0	5.3	12.1	11.2	7.3
40	2.2	7.1	-7.0	- 5.7	10.1	7.3	1.4	8.4	*	13.0	3.6	11.0
Over 40 and including 44	-14.9	-36.0	-22.6	-46.0	-39.2	-37.2	-26.2	-38.2	-11.7	-32.1	-11.8	-9.8
Over 44	- 3.6	-16.2	-52.5	-27.5	-12.9	1.7	-18.4	-17.5	-10.8	3.6	7.5	-8.3
Aggregate hours change	1.7	0.9	-8.2	-8.7	3.4	10.3	*	4.1	1.4	8.0	4.7	6.5
Employment change	3.3	2.4	-4.9	-3.6	7.3	11.6	3.2	5.8	5.0	7.7	5.5	5.5
Average weekly hours change												
Number	-0.4	-0.4	-0.5	-1.3	-0.7	-0.3	-0.8	-0.5	-1.0	0.1	-0.3	0.3
Percent	-1.5	-1.4	-3.4	-5.6	-3.6	-1.1	-3.1	-1.5	-3.3	0.3	-0.9	1.0

*Less than 0.5 percent.

Source: Based on survey conducted by BLS for WHPC.

Table 2. Change in nonsupervisory employment in matched schools by wage impact group and earnings interval, October 1968 and March 1969

Average hourly earnings	Nonsupervisory employment change, 1968-1969							
	No wage impact		Low wage impact		Medium wage impact		High wage impact	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under $1.45	1,000	1	-8,300	-6	-12,200	-6	-400	*
$1.45 and under $1.60	100	*	4,200	5	9,400	29	2,600	20
$1.60 or more	31,800	5	21,900	4	8,300	6	4,400	10
Total	32,000	4	18,600	3	5,100	1	6,600	4

*Less than 0.5 percent.
Source: Based on survey conducted by BLS for WHPC.

Table 3. Change in nonsupervisory employment in matched schools by wage impact group and weekly hours of work interval, October 1968 and March 1969

Weekly hours of work	Nonsupervisory employment change, 1968-1969							
	No wage impact		Low wage impact		Medium wage impact		High wage impact	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Under 35	25,800	6	17,100	5	7,600	3	7,600	6
35 and including 40	10,000	3	9,000	3	4,300	4	3,700	7
Over 40 and including 42	-3,600	-23	-4,800	-29	-5,100	-53	-3,300	-61
Over 42 and including 44	500	4	-1,100	- 8	- 700	-13	- 500	-19
Over 44	- 700	- 3	-1,600	- 7	-1,400	-15	-1,000	-21
Total	32,000	4	18,600	3	5,100	1	6,600	4
Aggregate hours	473,100	2	228,000	1	-18,500	*	34,500	1

*Less than 0.5 percent.

Source: Based on survey conducted by BLS for WHPC.

STATE MINIMUM WAGE AND MAXIMUM HOURS STANDARDS

Minimum wages

Thirty-six States, the District of Columbia, and Puerto Rico have minimum wage laws or orders in effect which have been passed or revised since 1961 covering some or all workers in educational institutions (Table 4). In six States the minimum wage laws or orders are applicable to women and minors only. Twelve States exempt some or all employees of educational institutions from minimum wage or overtime coverage if they are subject to the Fair Labor Standards Act.

Eighteen jurisdictions exclude employees of public educational institutions from coverage of their minimum wage law. An additional State, Nevada, limits the exclusion for public educational institutions to female employees. Two States--Vermont and New York--exclude employees of certain nonprofit educational institutions from their laws. In Vermont, employees of public supported nonprofit educational institutions, other than those employed in laundry occupations or as nurses' aides and practical nurses, are exempt from the minimum wage law. New York provides an exemption for educational institutions which certify that they are paying no less than the statutory minimum wage rate, exclusive of allowances, to their employees.

Seventeen of the 38 jurisdictions have laws with rates of $1.45 or higher for some or all employees of educational institutions as of February 1, 1970, when the Fair Labor Standards Act minimum is raised to that level. These rates range upward to highs of $1.65 in California and $2.10 in Alaska. Eleven jurisdictions--Connecticut, District of Columbia, Hawaii, Maine, Massachusetts, New Hampshire, New Mexico, New York, Rhode Island, Vermont and Washington--have laws setting the minimum hourly rate at $1.60. The rates in three others--Maryland, Nevada and Pennsylvania--go to $1.60 an hour on February 1, 1971, the effective date of the Federal $1.60 minimum for all schools. New Jersey has a minimum rate of $1.50 an hour. The remaining twenty States and Puerto Rico have minimum rates below $1.45 an hour for covered employees of educational institutions.

Provisions for overtime premium pay

The laws in 23 jurisdictions have provisions for premium pay for hours worked in excess of a specified number per day or week, or both. Most of these jurisdictions establish overtime standards under their minimum wage laws although some regulate overtime pay under their maximum hours statutes which are generally applicable to women and minors only or females only.

The laws of nine States--Alaska, California, Colorado, Idaho, Nevada, New Mexico, Oregon, Wisconsin and Wyoming--require premium pay for hours

worked beyond a certain number per day and per week. In four States--Alaska, California, Colorado and Oregon--the overtime premium is required after 8 hours a day and 40 a week. However, Colorado's law requires overtime pay after 8 hours a day and 40 hours a week for employees in laundry occupations and after 8 a day and 42 a week for other employees. In four States--Idaho, Nevada, New Mexico and Wyoming--the premium is payable after 8 hours a day and 48 a week. Thirteen jurisdictions require overtime pay only on a weekly basis ranging from 40 to 55 hours a week. Arkansas requires premium pay for hours worked over 8 a day and on the seventh day.

Of the 32 jurisdictions where minimum wage protection is afforded men as well as women and minors in educational institutions, 20 also provide overtime pay. However, premium pay applies to men in only half of the 20 jurisdictions. In six States--Arkansas, Idaho, New Mexico, Oregon, Rhode Island and Wyoming--the overtime pay standard applies only to females. The North Carolina law specifies overtime pay for males only.

Twenty of the 23 laws which provide overtime pay specify one and one-half times the employee's regular rate for overtime hours. The laws in Kentucky, New York and Oregon require one and one-half times the minimum rate.

The laws in Colorado, Nevada, New Mexico, Rhode Island and Wisconsin permit overtime work in emergencies only.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970

State	Employee coverage	Pertinent exclusions from coverage	Overtime Standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Alaska	All employees	Employees of public educational institutions	1 1/2 times the regular rate	Over 8 a day, 40 a week	2/1/68	$2.10
Arkansas	All employees	Employees of public educational institutions; employees subject to FLSA; students performing services for educational institutions which they attend	1 1/2 times the regular rate (Females only)	Over 8 a day, on 7th day	1/1/70 (1/1/71)	$1.10 $1.20
California 2/	Women and minors	Employees of public educational institutions	1 1/2 times the regular rate	Over 8 a day, 40 a week on 6th day	2/1/68	$1.65
Colorado	Women and minors	Employees of public educational institutions; student employees in sororities, fraternities, college clubs and dormitories	1 1/2 times the regular rate	Over 8 a day, 40 a week in laundry occupations; over 8 a day, 42 a week in other covered occupations	5/1/67	$1.10 (Cities with population of 15,000 or more) $1.00 (Remainder of State)

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime Standards		Effective date	Basic minimum rates (per hour) 1/
			Rate	Hours		
Connecticut	All employees	Employees of public educational institutions	1 1/2 times the regular rate (Laundry occupations and restaurant occupations in profit-making educational institutions only)	Over 40 a week	7/1/68	$1.60
Delaware	All employees				2/1/68	$1.25
District of Columbia	All employees	Employees of public educational institutions	1 1/2 times the regular rate	Over 40 a week	2/1/69	$1.60
Hawaii	All employees	Employees of public educational institutions; employees subject to FLSA, unless State minimum or overtime standard is higher; students performing services for nonprofit educational institutions which they attend	1 1/2 times the regular rate	Over 40 a week	1/1/70	$1.60

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Idaho	All employees	Employees of public educational institutions	1 1/2 times the regular rate (Female office, laundry and restaurant workers only)	Over 8 a day, 48 a week	2/1/69	$1.25
Indiana	All employees	Employees subject to FLSA; students performing services for educational institutions which they attend			7/1/68	$1.25
Kentucky	All employees		1 1/2 times the minimum	Over 44 a week	11/1/61	$0.75 (Cities with populations of 20,000 or more and continguous territory) $0.70 (4,000 to 20,000) $0.65 (Less than 4,000)
Maine	All employees		1 1/2 times the regular rate	Over 48 a week	10/15/69	$1.60

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Maryland	All employees	Students in primary and secondary schools and in special education programs for the mentally or physically handicapped under the public school system and employed as part of their training			2/1/70 (2/1/71)	$1.45 $1.60
Massachusetts	All employees	Students working in clerical and technical occupations for their tuition or maintenance; employees of nonprofit educational institutions are exempt from overtime provisions	1 1/2 times the regular rate	Over 40 a week	2/1/68	$1.60
Michigan	All employees	Employees subject to FLSA, unless State minimum is higher			1/1/67	$1.25

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Minnesota	Women and minors				5/6/62	$1.15 (Professional, technical, clerical and similar occupations)
Nebraska	All employees	Employees of public educational institutions; students in primary and secondary schools			10/23/67	$1.00
Nevada	All employees	Female employees of public educational institutions; male employees subject to FLSA	1 1/2 times the regular rate	Over 8 a day, 48 a week	2/1/70 (2/1/71)	$1.45 $1.60
New Hampshire	All employees	Employees subject to FLSA, unless State minimum is higher			2/1/69	$1.60
New Jersey	All employees		1 1/2 times the regular rate	Over 40 a week	1/1/69	$1.50

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970
(Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
New Mexico	All employees	Employees of public educational institutions; employees subject to FLSA; students	1 1/2 times the regular rate (Females only)	Over 8 a day, 48 a week	2/1/69	$1.60
New York	All employees	Employees of public educational institutions; students performing services for educational institutions which they attend; employees of nonprofit educational institutions which certify that they pay statutory minimum wage	1 1/2 times the minimum rate	Over 40 a week	2/1/69	$1.60
North Carolina	All employees	Employees of public educational institutions; students	1 1/2 times the regular rate (Males only)	Over 55 a week	7/1/69	$1.25

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
North Dakota	All employees				5/22/66	$1.00 (Drycleaning and dyeing occupations) $0.90 (Laundry occupations)
Ohio	Women and minors				10/1/62	$1.00 (Laundry occupations)
					1/2/63	$0.90 (Drycleaning and dyeing occupations)
					2/1/65	$0.75 (Food or lodging occupations)
Oklahoma	All employees	Employees subject to FLSA; cafeteria and laundry workers			8/1/65	$1.00

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970
(Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Oregon	All employees	Employees of public educational institutions; employees subject to FLSA; students performing services for educational institutions which they attend	1 1/2 times the minimum rate (Females only)	Over 8 a day, 40 a week	2/1/68	$1.25
Pennsylvania	All employees	Employees of public educational institutions; employees subject to FLSA	1 1/2 times the regular rate	Over 40 a week	2/1/70 (2/1/71)	$1.45 $1.60
Puerto Rico	All employees				7/10/67	$0.95 - $1.25 (Rate based on occupations)
Rhode Island	All employees	Students performing services for educational institutions which they attend	1 1/2 times the regular rate (Females only)	Over 48 a week	7/1/68	$1.60
South Dakota	All employees				7/1/69	$1.00

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970
(Continued)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Texas	All employees	Employees subject to FLSA			2/1/70 (2/1/71)	$1.25 $1.40
Utah	Women and minors				1/1/66	$1.15 (Salt Lake, Weber, Utah and Davis Counties) $1.10 (Cities with 5,000 or more population) $1.00 (All other areas)
Vermont	All employees	Employees of public educational institutions; public supported nonprofit educational institutions except laundry employees; students; schools for mentally or physically handicapped are exempt from overtime provisions	1 1/2 times the regular rate	Over 40 a week	4/17/69	$1.60

See footnotes at end of table.

Table 4. Educational Institutions: State minimum wage laws or orders passed or revised since 1961 with applicable minimum wage rates, categories of employees covered, effective dates, overtime standards and pertinent exclusions from coverage, February 1, 1970 (Concluded)

State	Employee coverage	Pertinent exclusions from coverage	Overtime standards: Rate	Overtime standards: Hours	Effective date	Basic minimum rates (per hour) 1/
Washington	All employees	Employees of public educational institutions; students performing service for educational institutions which they attend			1/1/68	$1.60
West Virginia	All employees	Employees subject to FLSA; students	1 1/2 times the regular rate	Over 48 a week	1/1/67	$1.00
Wisconsin	Women and minors	Employees of public educational institutions	1 1/2 times the regular rate	Over 9 a day, 50 a week; Over 8 a day, 48 a week (night)	7/1/68	$1.30
Wyoming	All employees	Employees of public educational institutions	1 1/2 times the regular rate (Female laundry and restaurant workers only)	Over 8 a day, 48 a week	1/1/69	$1.30

1/ For full-time adult employees

2/ Covers professional, technical, clerical and mechanical occupations; and private educational institutions which provide board or lodging.

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Appendix. Technical Note

Scope of Survey

The survey covered all public and private, elementary and secondary schools and colleges, universities, professional schools, and junior colleges—Industry Groups 821, 822, and State and local government equivalents, as defined in the 1967 edition of the Standard Industrial Classification Manual, prepared by the U.S. Bureau of the Budget. Separate auxiliary units, such as the administrative offices of school districts, were also included. Excluded from the survey were university or college hospitals;[1] correspondence schools; vocational schools (except vocational high schools); other nondegree granting schools; and all schools in Alaska and Hawaii.

Sample Design and Method of Estimation

The survey was conducted on a sample basis. The schools studied were selected from universe lists maintained by the National Center for Educational Statistics, Office of Education, Department of Health, Education, and Welfare. To obtain the desired degree of accuracy at minimum cost, a greater proportion of large than of small schools was studied. In combining the data, however, all schools were given their appropriate weight. All estimates relate to all schools within the scope of the survey, unless noted otherwise.

The number of schools and workers actually studied by the Bureau, as well as the number estimated to be within scope of the survey during the March 1969 payroll period studied, are shown in the accompanying table.

Approximately one-half of one percent of the schools which provided information for March 1969 refused, or were unable, to give information for October 1968. Other schools with similar characteristics were increased in weight to account for these unmatched schools in 1968. Although most of the tabulations in this report contain information adjusted in this manner, the data in tables 29 and 30 relate only to matched schools reporting data for both periods. The latter permits an analysis of the changes that occurred between October 1968 and March 1969 within the schools reporting data for both periods.

Method of Collection

Data were obtained by personal visits of Bureau of Labor Statistics representatives under the direction of the Bureau's Assistant Regional Directors for Operations.

Employment

The estimates of the number of workers within the scope of the study are intended as a general guide to the size and composition of the labor force included in the survey. The advance planning necessary to make the wage survey required the use of lists of schools assembled considerably in advance of the payroll period studied. Thus, schools which went into operation after the lists were compiled are omitted, as are schools that were classified within the survey coverage but found to be outside the scope of the study at the time of data collection.

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[1] University and college hospitals were part of a similar wage survey conducted in private and State and local government hospitals in March 1969.

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Estimated Number of Schools and Employees within Scope of Survey and Number Studied, Educational Institutions, March 1969

Region [1] and size of community [2]	Number of schools [3]		Employees in schools						
			Within scope of survey						Actually studied
	Within scope of survey	Actually studied	Total [4]	Nonsupervisory employees					Total
				Total [5]	Office clerical	Food service	Custodial	Skilled maintenance	
All schools									
United States	40,026	1,841	5,604,225	2,181,104	522,293	419,288	423,671	74,850	2,357,414
Metropolitan areas	18,754	1,236	3,734,841	1,396,416	369,601	251,735	284,335	52,412	1,927,471
Nonmetropolitan areas	21,272	605	1,869,384	784,688	152,692	167,553	139,336	22,438	429,943
Northeast	9,962	470	1,358,520	470,916	125,469	86,466	107,175	16,210	556,881
Metropolitan areas	6,504	368	1,080,111	366,470	99,197	64,035	83,205	13,119	493,542
Nonmetropolitan areas	3,458	102	278,409	104,446	26,272	22,431	23,970	3,091	63,339
South	7,815	485	1,617,604	667,975	125,822	155,057	121,644	22,160	702,998
Metropolitan areas	3,469	269	884,958	348,435	77,174	79,784	70,009	13,159	544,761
Nonmetropolitan areas	4,346	216	732,646	319,540	48,648	75,273	51,635	9,001	158,237
North Central	15,856	494	1,652,471	632,035	148,641	117,290	124,252	21,993	620,333
Metropolitan areas	5,568	297	1,037,210	377,193	95,802	65,606	78,556	14,643	468,383
Nonmetropolitan areas	10,288	197	615,261	254,842	52,839	51,684	45,696	7,350	151,950
West	6,393	392	975,630	410,178	122,361	60,475	70,600	14,487	477,202
Metropolitan areas	3,213	302	732,562	304,318	97,428	42,310	52,565	11,491	420,785
Nonmetropolitan areas	3,180	90	243,068	105,860	24,933	18,165	18,035	2,996	56,417
Public schools									
United States	20,826	1,115	4,678,180	1,790,924	398,129	366,950	347,785	62,178	2,028,494
Metropolitan areas	5,152	656	3,009,010	1,104,597	268,712	217,477	227,542	42,901	1,632,486
Nonmetropolitan areas	15,674	459	1,669,170	686,327	129,417	149,473	120,243	19,277	396,008
Northeast	3,746	267	997,594	330,465	72,019	69,214	78,989	10,996	409,890
Metropolitan areas	1,501	189	756,525	243,150	51,289	50,004	59,092	8,158	350,872
Nonmetropolitan areas	2,245	78	241,069	87,315	20,730	19,210	19,897	2,838	59,018
South	4,283	305	1,417,780	566,137	101,254	142,102	104,481	18,495	636,178
Metropolitan areas	872	137	751,030	281,666	59,657	72,698	57,901	11,022	493,172
Nonmetropolitan areas	3,411	168	666,750	284,471	41,597	69,404	46,580	7,473	143,006
North Central	9,173	305	1,396,978	531,976	120,549	101,903	102,843	18,931	555,888
Metropolitan areas	1,834	164	866,722	318,501	77,097	58,571	66,256	12,893	414,394
Nonmetropolitan areas	7,339	141	530,256	213,475	43,452	43,332	36,587	6,038	141,494
West	3,624	238	865,828	362,346	104,307	53,731	61,472	13,756	426,538
Metropolitan areas	945	166	634,733	261,280	80,669	36,204	44,293	10,828	374,048
Nonmetropolitan areas	2,679	72	231,095	101,066	23,638	17,527	17,179	2,928	52,490
Private schools									
United States	19,200	726	926,045	390,180	124,164	52,338	75,886	12,672	328,920
Metropolitan areas	13,602	580	725,831	291,819	100,889	34,258	56,793	9,511	294,985
Nonmetropolitan areas	5,598	146	200,214	98,361	23,275	18,080	19,093	3,161	33,935
Northeast	6,216	203	360,926	140,451	53,450	17,252	28,186	5,214	146,991
Metropolitan areas	5,003	179	323,586	123,320	47,908	14,031	24,113	4,961	142,670
Nonmetropolitan areas	1,213	24	37,340	17,131	5,542	3,221	4,073	253	4,321
South	3,532	180	199,824	101,838	24,568	12,955	17,163	3,665	66,820
Metropolitan areas	2,597	132	133,928	66,769	17,517	7,086	12,108	2,137	51,589
Nonmetropolitan areas	935	48	65,896	35,069	7,051	5,869	5,055	1,528	15,231
North Central	6,683	189	255,493	100,059	28,092	15,387	21,409	3,062	64,445
Metropolitan areas	3,734	133	170,488	58,692	18,705	7,035	12,300	1,750	53,989
Nonmetropolitan areas	2,949	56	85,005	41,367	9,387	8,352	9,109	1,312	10,456
West	2,769	154	109,802	47,832	18,054	6,744	9,128	731	50,664
Metropolitan areas	2,268	136	97,829	43,038	16,759	6,106	8,272	663	48,737
Nonmetropolitan areas	501	18	11,973	4,794	1,295	638	856	68	3,927

[1] For definitions of regions, see page A-4.
[2] The term "metropolitan areas" refers to Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through January 1968.
[3] Includes all public and private, elementary and secondary schools and colleges, universities, professional schools, and junior colleges.
[4] Includes executive, administrative, teaching, and other employees excluded from the nonsupervisory employee category.
[5] Includes nonsupervisory workers in addition to those in the categories shown separately.

Definition of Terms

Nonsupervisory Employees. The term "nonsupervisory employees," as used in this report, includes working supervisors and all nonsupervisory nonteaching employees. (Working supervisors are those spending 20 percent or more of their time performing functions similar to those under their supervision.) Excluded from the nonsupervisory category were members of religious orders; teachers and other professional personnel (except registered professional nurses); and administrative, executive, and technical employees. Also excluded were employees who were only provided perquisites, such as free room or meals, but did not receive cash wages.

Separate information was also developed for five employment categories which account for the large majority of nonsupervisory nonteaching employees in educational institutions.

1. "Custodial employees," those primarily engaged in keeping buildings and grounds in a neat and orderly manner, such as janitors, porters, cleaners, groundsmen, guards, and watchmen.

2. "Food service employees," those primarily engaged in the preparation or serving of food, such as cooks, kitchen helpers, dishwashers, counter attendants, cashiers, and waiters and waitresses.

3. "Office clerical employees," those primarily engaged in clerical and related work, such as stenographers, typists, file clerks, receptionists, library attendants (not professional librarians), switchboard operators, and clerical aids. The classification excludes practical nurses and teachers' classroom aids.

4. "Skilled maintenance employees," those primarily responsible for major maintenance of buildings and equipment, as well as for the operation of power, heating, and air conditioning systems. The classification is limited to those possessing skills acquired over a period of several years, such as carpenters, electricians, general utility maintenance men, and stationary engineers. It excludes workers primarily engaged in making simple repairs or assisting more qualified maintenance workers.

5. "Busdrivers," workers primarily engaged in transporting pupils between pickup points and schools. Individual contractors or their employees operating buses for a school or school district were excluded from the survey.

The classifications above include all regularly employed workers, even though their regular hours of work may have been less than those performing the same type of work. Employees who worked at more than one type of function were included in the category in which they usually spent the most time.

Earnings. The earnings information relates to straight-time hourly earnings, excluding premium pay for overtime and for work on weekends and holidays. Premium pay for late-shift work, if any, was included in the earnings for workers receiving such payments. Cost-of-living bonuses were included as part of the employee's regular pay, but the value of food, lodging, and payments, such as Christmas or yearend bonuses, were excluded. Average hourly earnings were obtained by multiplying individual hourly earnings by weekly hours worked and dividing the sum of these products by total weekly hours worked. In the case of salaried workers, individual hourly earnings were obtained by dividing straight-time salary by the normal hours corresponding to the salary.

This method of computing average hourly earnings was used because of the wide variations in individual weekly hours worked in educational institutions and such variations often are related to wide differences in hourly earnings. In the earnings distribution tables, however, workers were distributed among specified earnings classes according to their individual hourly rates.

Wage Impact. Wage impact is defined as an increase in the weekly wage bill required to raise the wages of employees paid less than a specified minimum rate to that rate. The percent of wage impact for a school is calculated by dividing the wage increase required to raise the wages of employees paid less than the minimum wage to that rate by the sum of the earnings for nonsupervisory employees before the change.

In tables 29 and 30, schools reporting data for both the 1968 and 1969 survey periods were classified into four groups by the degree of impact of the $1.30 minimum wage, as of October 1968. One group consisted of schools experiencing no wage impact. The remaining schools were arrayed by percent of wage impact and divided into three groups so that approximately one-third of the schools with wage impact would fall into each group. Schools covered by the survey that did not employ nonsupervisory nonteaching personnel are excluded from these tables as well as tables 25–28.

Weekly Hours of Work. Data refer to the hours actually worked during a week of the payroll period studied, but include hours for sick leave, vacations, holidays, etc., paid for but not worked.

School. The term "school," as used in the tabulations of this report, refers to single physical locations where prescribed educational services are provided, as well as to the total of such locations operated by an educational institution or a school district. For private elementary and secondary schools and those above the high school level, both private and public, the single physical location definition generally applied. For public elementary and secondary schools, operating districts as defined by State boards of education, were used.

Regions. The regions used in the study are: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; North Central—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming. Alaska and Hawaii were not included in the study.

Metropolitan Areas. The term "metropolitan areas," as used in this report refers to the Standard Metropolitan Statistical Areas as defined by the U.S. Bureau of the Budget through January 1968.

Labor-Management Contract Status. Data refer to percent of nonsupervisory employees in four broad occupational categories (custodial, food service, office clerical, and skilled maintenance) in schools with (1) a majority, (2) a minority, or (3) none of these workers covered by labor-management contracts.

Supplementary Pay Provisions. Supplementary benefits were treated statistically on the basis that if formal provisions for supplementary benefits were applicable to one-half or more of all the workers regularly employed in any of four broad occupational categories (custodial, food service, office clerical, and skilled maintenance) in a school, the benefits were considered applicable to all workers in that category. Similarly, if fewer than one-half of the workers were covered, the benefit was considered nonexistent. Supplementary pay provisions covered by the survey were as follows:

1. Overtime Premium Pay. Data refer to overtime premium pay provisions for (1) daily overtime—work in excess of a specified number of hours a day, regardless of the number of hours worked on previous days of the pay period; and (2) weekly overtime—work in excess of a specified number of hours per week, regardless of the day on which it is performed, the number of hours per day, or number of days worked.

2. Paid Holidays. Paid-holiday provisions relate to full-day holidays provided annually. Employees of educational institutions, in some instances, are granted time off with pay on days that are not normally recognized as holidays, e.g., during the Christmas and spring or Easter school closings. These days were generally counted as paid holidays for purposes of this survey, but nonrecurring days off, such as snow leave, were not.

3. Paid Vacations. The summaries of vacation plans are limited to formal arrangements, excluding informal plans whereby time off with pay is granted at the discretion of the employer or the supervisor. Payments not on a time basis were converted; for example, a payment of 2 percent of annual earnings was considered the equivalent of 1 week's pay. The periods of service for which data are presented were selected as representative of the most common practices, but they do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years of service may include changes which occurred between 5 and 10 years.

4. Health, Insurance, and Pension Plans. Data are presented for health, insurance, and pension plans for which all or a part of the cost is borne by the employer, excluding programs required by law, such as workmen's compensation and social security. Among the plans included are those underwritten by a commercial insurance company and those paid directly by the employer from his current operating funds or from a fund set aside for this purpose.

Death benefits are included as a form of life insurance. Sickness and accident insurance is limited to that type of insurance under which predetermined cash payments are made directly to the insured on a weekly or monthly basis during illness or accident disability. Information is presented for all such plans to which the employer contributes at least a part of the cost. However, in New York and New Jersey, where temporary disability insurance laws require employer contributions,[2] plans are included only if the employer (1) contributes more than is legally required, or (2) provides the employees with benefits which exceed the requirements of the law.

Tabulations of paid sick leave plans are limited to formal plans which provide full pay or a proportion of the worker's pay during absence from work because of illness; informal arrangements have been omitted. Separate tabulations are provided according to (1) plans which provide full pay and no waiting period, and (2) plans providing either partial pay or a waiting period.

Medical insurance refers to plans providing for complete or partial payment of doctors' fees. Such plans may be underwritten by a commercial insurance company or a nonprofit organization, or they may be self-insured.

Catastrophe insurance, sometimes referred to as major medical insurance, includes the plans designed to cover employees in case of sickness or injury involving an expense which goes beyond the normal coverage of hospitalization, medical, and surgical plans.

Tabulations of retirement pensions are limited to plans which provide, upon retirement, regular payments for the remainder of the worker's life.

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[2] The temporary disability insurance laws in California and Rhode Island do not require employer contributions.

Table 1. Selected Characteristics: All Schools and Nonsupervisory Employees, United States and Regions

(Educational institutions: Number of schools and nonsupervisory employees by size of community and type of ownership, March 1969)

Region and size of community	Schools			Nonsupervisory employees		
	Total	Public	Private	Total	Public	Private
United States	40,026	20,826	19,200	2,181,104	1,790,924	390,180
Metropolitan areas	18,754	5,152	13,602	1,396,416	1,104,597	291,819
Nonmetropolitan areas	21,272	15,674	5,598	784,688	686,327	98,361
Northeast	9,962	3,746	6,216	470,916	330,465	140,451
Metropolitan areas	6,504	1,501	5,003	366,470	243,150	123,320
Nonmetropolitan areas	3,458	2,245	1,213	104,446	87,315	17,131
South	7,815	4,283	3,532	667,975	566,137	101,838
Metropolitan areas	3,469	872	2,597	348,435	281,666	66,769
Nonmetropolitan areas	4,346	3,411	935	319,540	284,471	35,069
North Central	15,856	9,173	6,683	632,035	531,976	100,059
Metropolitan areas	5,568	1,834	3,734	377,193	318,501	58,692
Nonmetropolitan areas	10,288	7,339	2,949	254,842	213,475	41,367
West	6,393	3,624	2,769	410,178	362,346	47,832
Metropolitan areas	3,213	945	2,268	304,318	261,280	43,038
Nonmetropolitan areas	3,180	2,679	501	105,860	101,066	4,794

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 2. Hourly Earnings: All Schools, United States and Regions (Numerical Distribution)

[Educational institutions: Cumulative numerical distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.75	29,329	17,908	1,878	1,221	9,285	3,749	11,615	10,160	2,551	2,778
Under $1.85	179,322	24,341	12,854	2,151	108,555	6,581	47,167	11,864	10,746	3,745
Under $1.95	197,389	28,574	13,431	2,528	121,889	9,133	50,435	12,739	11,634	4,174
Under $2.00	321,189	44,777	24,120	4,242	190,005	15,598	79,607	18,780	27,457	6,157
Under $2.05	413,228	372,243	30,871	28,920	240,208	217,159	104,573	93,113	37,576	33,051
Under $2.10	469,713	437,310	38,937	37,290	262,262	244,722	120,365	111,383	48,149	43,915
Under $2.15	544,675	521,850	51,701	48,949	290,205	279,864	145,487	138,302	57,282	54,743
Under $2.20	584,873	570,886	57,780	55,550	305,039	299,037	157,809	153,268	64,245	63,031
Under $2.25	699,973	693,655	79,107	79,728	343,835	341,192	193,371	190,246	83,660	82,489
Under $2.30	736,799	730,952	84,850	85,932	359,468	357,142	204,347	201,350	88,134	86,528
Under $2.35	816,750	816,816	102,176	104,501	386,755	388,053	229,580	227,192	98,239	97,070
Under $2.40	869,084	871,932	111,762	114,079	405,733	408,814	243,879	242,426	107,710	106,613
Under $2.45	919,581	922,365	123,031	125,339	423,831	428,562	255,709	255,660	113,010	112,804
Under $2.50	982,334	993,399	145,120	148,031	439,371	445,030	272,461	274,357	125,382	125,981
Under $2.60	1,027,922	1,038,581	155,202	158,055	454,858	459,906	285,723	287,998	132,139	132,622
Under $2.70	1,071,850	1,083,539	170,341	173,379	465,449	470,957	296,722	299,352	139,338	139,851
Under $2.80	1,118,986	1,131,271	180,384	183,680	478,682	484,216	310,251	313,566	149,669	149,809
Under $2.90	1,157,831	1,168,744	193,994	195,809	488,123	493,218	320,017	323,520	155,697	156,197
Under $3.00	1,278,007	1,298,730	229,067	229,777	511,453	520,181	357,721	362,011	183,766	186,761
Under $3.10	1,357,589	1,384,966	243,453	248,964	530,100	539,911	379,920	386,894	204,116	209,197
Under $3.20	1,432,551	1,464,361	265,648	275,280	544,966	555,385	402,257	408,837	219,680	224,859
Under $3.30	1,509,591	1,540,031	283,425	291,696	561,295	572,384	425,566	431,720	239,305	244,231
Under $3.40	1,571,131	1,604,810	300,579	310,488	573,158	584,761	443,589	450,989	253,806	258,572
Under $3.50	1,647,292	1,685,540	320,999	334,778	587,112	599,318	466,510	472,680	272,631	278,773
Under $3.60	1,703,029	1,743,953	336,618	350,103	595,847	608,713	484,230	492,144	286,334	292,993
Under $3.70	1,755,568	1,799,933	350,173	364,626	603,108	616,222	501,201	510,628	301,086	308,457
Under $3.80	1,805,583	1,850,461	365,164	380,448	610,247	623,554	516,671	525,494	313,501	320,965
Under $3.90	1,846,089	1,891,467	374,795	390,308	615,657	629,162	529,960	538,625	325,677	333,372
Number of employees	2,117,535	2,181,104	449,372	470,916	652,036	667,975	615,641	632,035	400,486	410,178
Average hourly earnings[1]	$2.20	$2.24	$2.43	$2.45	$1.79	$1.84	$2.26	$2.30	$2.52	$2.54

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 3. Hourly Earnings: All Schools, United States and Regions (Percent Distribution)

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	1.2	.8	.4	.3	1.4	.6	1.9	1.6	.6	.7
Under $1.20	8.5	1.1	2.9	.5	16.6	1.0	7.7	1.9	2.7	.9
Under $1.25	9.3	1.3	3.0	.5	18.7	1.4	8.2	2.0	2.9	1.0
Under $1.30	15.2	2.1	5.4	.9	29.1	2.3	12.9	3.0	6.9	1.5
Under $1.35	19.5	17.1	6.9	6.1	36.8	32.5	17.0	14.7	9.4	8.1
Under $1.40	22.2	20.0	8.7	7.9	40.2	36.6	19.6	17.6	12.0	10.7
Under $1.45	25.7	23.9	11.5	10.4	44.5	41.9	23.6	21.9	14.3	13.3
Under $1.50	27.6	26.2	12.9	11.8	46.8	44.8	25.6	24.2	16.0	15.4
Under $1.55	33.1	31.8	17.6	16.9	52.7	51.1	31.4	30.1	20.9	20.1
Under $1.60	34.8	33.5	18.9	18.2	55.1	53.5	33.2	31.9	22.0	21.1
Under $1.65	38.6	37.4	22.7	22.2	59.3	58.1	37.3	35.9	24.5	23.7
Under $1.70	41.0	40.0	24.9	24.2	62.2	61.2	39.6	38.4	26.9	26.0
Under $1.75	43.2	42.3	27.4	26.6	65.0	64.2	41.5	40.5	28.2	27.5
Under $1.80	46.4	45.5	32.3	31.4	67.4	66.6	44.3	43.4	31.3	30.7
Under $1.85	48.5	47.6	34.5	33.6	69.8	68.9	46.4	45.6	33.0	32.3
Under $1.90	50.6	49.7	37.9	36.8	71.4	70.5	48.2	47.4	34.8	34.1
Under $1.95	52.8	51.9	40.1	39.0	73.4	72.5	50.4	49.6	37.4	36.5
Under $2.00	54.7	53.6	43.2	41.6	74.9	73.8	52.0	51.2	38.9	38.1
Under $2.10	60.4	59.5	50.1	48.8	78.4	77.9	58.1	57.3	45.9	45.5
Under $2.20	64.1	63.5	54.2	52.9	81.3	80.8	61.7	61.2	51.0	51.0
Under $2.30	67.7	67.1	59.1	58.5	83.6	83.1	65.3	64.7	54.9	54.8
Under $2.40	71.3	70.6	63.1	61.9	86.1	85.7	69.1	68.3	59.8	59.5
Under $2.50	74.2	73.6	66.9	65.9	87.9	87.5	72.1	71.4	63.4	63.0
Under $2.60	77.8	77.3	71.4	71.1	90.0	89.7	75.8	74.8	68.1	68.0
Under $2.70	80.4	80.0	74.9	74.3	91.4	91.1	78.7	77.9	71.5	71.4
Under $2.80	82.9	82.5	77.9	77.4	92.5	92.3	81.4	80.8	75.2	75.2
Under $2.90	85.3	84.8	81.3	80.8	93.6	93.3	83.9	83.1	78.3	78.3
Under $3.00	87.2	86.7	83.4	82.9	94.4	94.2	86.1	85.2	81.3	81.3
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2,117.5	2,181.1	449.4	470.9	652.0	668.0	615.6	632.0	400.5	410.2
Average hourly earnings[1]	$2.20	$2.24	$2.43	$2.45	$1.79	$1.84	$2.26	$2.30	$2.52	$2.54

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 4. Hourly Earnings: All Schools, Metropolitan Areas, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	.7	.6	.3	.3	.8	.4	1.2	1.1	.6	.8
Under $1.20	4.1	.8	1.7	.5	9.3	.7	3.7	1.2	1.6	.9
Under $1.25	4.8	1.0	1.8	.6	11.1	1.0	4.2	1.4	1.7	.9
Under $1.30	8.8	1.6	4.0	.8	19.0	1.8	7.7	2.2	4.2	1.4
Under $1.35	12.0	10.2	5.2	4.6	26.0	22.3	10.1	8.4	6.2	5.6
Under $1.40	14.2	12.7	6.9	6.2	29.2	26.1	11.8	10.2	8.7	8.1
Under $1.45	17.2	15.9	9.2	8.3	33.9	31.5	15.1	13.6	10.3	10.0
Under $1.50	18.7	17.7	10.3	9.5	36.5	34.5	16.5	15.6	11.2	11.0
Under $1.55	24.0	23.1	14.7	14.5	44.0	42.1	22.0	20.9	14.6	14.3
Under $1.60	25.7	24.6	16.0	15.7	46.8	44.9	23.7	22.5	15.3	14.9
Under $1.65	29.5	28.4	19.3	18.8	51.8	50.3	27.9	26.5	17.9	17.4
Under $1.70	31.8	30.8	21.5	20.9	54.6	53.3	30.1	28.7	20.2	19.6
Under $1.75	34.0	33.1	24.0	23.4	57.7	56.7	31.9	30.6	21.4	20.9
Under $1.80	37.5	36.7	29.1	28.5	60.6	59.6	34.9	33.8	24.4	23.9
Under $1.85	39.8	38.8	31.3	30.4	63.5	62.2	37.0	36.0	26.0	25.4
Under $1.90	41.9	40.9	34.4	33.5	65.5	64.1	38.7	37.7	27.7	27.1
Under $1.95	44.1	43.1	36.5	35.6	67.7	66.4	40.8	39.9	30.3	29.5
Under $2.00	46.2	45.0	39.9	38.5	69.3	67.9	42.5	41.5	31.7	31.0
Under $2.10	52.5	51.5	46.4	45.0	73.6	72.9	49.5	48.3	39.1	38.7
Under $2.20	56.7	56.0	50.4	49.0	77.2	76.8	53.3	52.6	44.7	44.8
Under $2.30	60.7	60.3	55.6	55.2	80.1	79.6	57.3	56.4	48.9	48.9
Under $2.40	64.9	64.2	59.7	58.7	83.1	82.6	61.5	60.6	54.2	54.0
Under $2.50	68.2	67.5	63.6	62.9	85.5	85.1	64.8	64.1	57.9	57.4
Under $2.60	72.4	71.9	68.3	68.4	88.2	87.7	69.1	67.9	63.0	62.8
Under $2.70	75.5	75.0	72.2	71.9	89.8	89.4	72.4	71.6	66.8	66.8
Under $2.80	78.5	78.2	75.5	75.2	91.3	90.9	75.8	75.2	70.9	70.9
Under $2.90	81.4	81.0	79.2	79.0	92.6	92.2	78.9	78.1	74.3	74.2
Under $3.00	83.9	83.4	81.6	81.2	93.7	93.4	81.7	80.8	78.0	77.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,349.7	1,396.4	348.4	366.5	338.0	348.4	367.2	377.2	296.0	304.3
Average hourly earnings[1]	$2.36	$2.39	$2.49	$2.52	$1.91	$1.96	$2.44	$2.48	$2.65	$2.67

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 9. Hourly Earnings: All Schools, Nonmetropolitan Areas, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.25	2.0	1.1	.8	.1	2.1	.7	2.8	2.4	.6	.4
Under $1.30	10.1	1.6	6.9	.2	24.5	1.3	13.6	2.9	5.7	.9
Under $1.35	17.3	1.9	7.1	.4	26.9	1.8	14.1	3.0	6.2	1.2
Under $1.40	28.4	7.9	10.1	1.4	40.1	2.9	20.7	4.1	14.4	1.9
Under $1.45	32.8	29.2	12.5	11.6	48.5	43.7	27.1	24.1	18.4	15.2
Under $1.50	36.2	33.2	14.7	13.9	52.1	48.1	31.1	28.6	21.3	18.1
Under $1.55	40.7	38.2	19.6	17.8	55.9	53.2	36.3	34.2	25.7	23.0
Under $1.60	43.2	41.9	21.6	19.9	57.9	56.0	39.1	37.1	29.9	28.0
Under $1.70	49.0	47.3	27.5	25.4	62.2	60.8	45.3	43.8	38.7	36.8
Under $1.80	52.8	49.3	28.8	27.3	64.1	62.9	47.2	45.7	40.9	39.0
Under $1.90	54.9	53.5	34.5	34.0	67.4	66.6	51.1	49.9	43.3	41.8
Under $2.00	57.2	56.3	36.7	35.9	70.5	69.8	53.6	52.6	46.0	44.4
Under $2.10	59.4	58.7	39.1	38.1	72.9	72.3	55.7	55.0	47.7	46.5
Under $2.20	61.9	61.3	43.2	41.9	74.7	74.3	58.1	57.7	50.9	50.3
Under $2.30	64.0	63.4	45.7	44.5	76.5	76.1	60.3	59.8	52.7	52.2
Under $2.40	66.0	65.4	50.1	48.5	77.8	77.5	62.2	61.7	54.9	54.3
Under $2.50	68.1	67.4	52.6	50.8	79.6	79.1	64.6	64.0	57.3	56.7
Under $2.60	69.6	68.9	54.3	52.4	80.9	80.3	65.9	65.6	59.1	58.5
Under $2.70	74.2	73.9	63.0	62.2	83.6	83.3	70.8	70.5	65.2	65.2
Under $2.80	77.2	76.8	67.3	66.3	85.7	85.3	74.1	73.9	68.6	68.8
Under $2.90	79.0	78.6	71.2	69.8	87.3	87.0	77.3	76.9	71.7	71.8
Under $3.00	82.6	82.1	74.6	73.2	89.3	89.1	80.4	79.8	75.4	75.5
Under $3.50	89.7	89.3	78.1	76.6	90.6	90.2	82.7	82.2	78.9	79.1
Under $4.00	87.4	88.0	82.1	80.6	92.0	91.9	85.7	84.9	82.4	82.8
Under $4.50	89.1	88.7	84.4	83.0	93.1	93.0	87.9	87.2	84.8	84.9
Under $5.00	90.4	90.2	86.4	85.3	93.8	93.7	89.7	89.0	87.3	87.6
Under $5.50	92.1	91.7	88.3	87.2	94.7	94.6	91.4	90.6	89.5	89.9
Under $6.00	93.0	92.6	89.6	88.7	95.2	95.1	92.5	91.8	90.7	91.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	787.8	784.7	100.9	104.4	314.0	319.5	248.4	254.8	104.4	105.9
Average hourly earnings[1]	$1.88	$1.93	$2.18	$2.20	$1.64	$1.70	$1.96	$2.01	$2.12	$2.14

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 6. Hourly Earnings: Public Schools, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	1.1	.8	.2	.2	1.3	.5	2.0	1.8	.4	.4
Under $1.20	8.1	1.0	2.1	.2	16.7	.9	6.6	2.0	2.2	.6
Under $1.25	9.0	1.2	2.2	.2	18.9	1.2	7.1	2.1	2.4	.7
Under $1.30	14.2	1.8	4.2	.4	28.4	2.1	10.9	2.9	5.8	1.2
Under $1.35	18.4	16.0	5.6	5.0	36.0	31.6	14.5	12.6	8.3	6.8
Under $1.40	20.9	18.7	6.9	6.2	39.5	35.8	17.0	15.4	9.9	8.5
Under $1.45	24.3	22.5	9.9	8.7	44.0	41.3	20.4	19.0	11.9	10.8
Under $1.50	26.2	24.8	11.3	10.1	46.4	44.4	22.5	21.2	13.5	12.8
Under $1.55	31.4	30.2	15.9	15.0	52.0	50.6	28.0	27.0	18.0	17.2
Under $1.60	33.2	32.1	17.3	16.4	54.6	53.1	29.9	28.8	19.1	18.2
Under $1.65	36.8	35.8	20.8	20.3	58.5	57.4	33.9	32.8	21.5	20.7
Under $1.70	39.3	38.4	23.0	22.5	61.6	60.7	36.2	35.1	23.6	22.8
Under $1.75	41.6	40.8	25.7	25.1	64.6	63.9	38.2	37.2	24.9	24.2
Under $1.80	44.7	44.0	31.2	30.5	66.8	66.2	40.9	40.2	27.7	27.3
Under $1.85	46.9	46.1	33.5	32.7	69.3	68.5	43.0	42.3	29.4	28.9
Under $1.90	49.0	48.1	37.3	36.2	70.9	70.1	44.9	44.1	31.2	30.6
Under $1.95	51.3	50.4	39.3	38.2	73.1	72.3	47.1	46.5	33.9	33.2
Under $2.00	53.2	52.2	43.0	41.1	74.6	73.6	48.8	48.2	35.5	34.8
Under $2.10	58.7	58.0	49.4	47.9	78.0	77.5	54.9	54.2	42.6	42.3
Under $2.20	62.6	62.1	53.6	52.2	80.9	80.5	58.6	58.3	48.0	48.1
Under $2.30	66.2	65.9	58.6	58.3	83.2	82.9	62.3	61.8	52.0	52.1
Under $2.40	70.0	69.4	62.5	61.7	85.8	85.5	66.3	65.6	57.2	57.0
Under $2.50	72.9	72.5	66.3	65.8	87.7	87.4	69.4	68.8	60.9	60.7
Under $2.60	76.5	76.1	70.5	70.6	89.8	89.5	73.3	72.4	65.6	65.7
Under $2.70	79.2	78.9	74.1	74.1	91.1	91.0	76.4	75.7	69.3	69.3
Under $2.80	81.8	81.6	77.1	77.2	92.3	92.1	79.4	78.8	73.2	73.3
Under $2.90	84.3	84.0	80.7	80.7	93.4	93.2	82.1	81.4	76.5	76.6
Under $3.00	86.3	86.0	82.9	82.9	94.2	94.0	84.5	83.6	79.8	79.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,730.9	1,790.9	312.7	330.5	549.8	566.1	515.5	532.0	353.0	362.3
Average hourly earnings[1]	$2.22	$2.25	$2.44	$2.46	$1.78	$1.84	$2.32	$2.35	$2.56	$2.58

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 7. Hourly Earnings: Private Schools, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	1.5	.9	.9	.5	2.0	.9	1.3	.6	2.5	3.0
Under $1.20	10.2	1.5	4.5	1.1	16.4	1.7	13.3	1.1	6.5	3.4
Under $1.25	10.8	1.8	4.8	1.3	17.4	2.1	14.1	1.4	6.6	3.6
Under $1.30	19.5	3.1	8.0	2.1	33.3	3.8	23.3	3.5	15.1	4.0
Under $1.35	24.3	21.8	9.7	8.8	41.5	37.7	29.9	26.1	17.4	17.5
Under $1.40	28.0	26.0	12.8	11.9	43.9	41.2	32.8	29.7	27.8	27.5
Under $1.45	32.2	30.5	15.2	14.3	47.0	45.1	40.2	37.3	32.2	32.5
Under $1.50	33.9	32.5	16.3	15.9	49.0	46.7	41.9	40.3	35.0	35.1
Under $1.55	40.5	38.9	21.6	21.5	56.8	53.8	48.9	46.8	42.5	41.9
Under $1.60	41.8	40.2	22.6	22.6	58.2	55.3	50.2	48.3	43.8	42.8
Under $1.65	46.4	44.9	27.1	26.6	64.0	61.9	54.7	52.9	47.0	45.8
Under $1.70	48.7	47.2	29.1	28.2	65.6	63.8	57.0	55.5	51.1	50.3
Under $1.75	50.6	49.1	31.2	30.2	67.2	65.7	58.8	57.5	53.2	52.2
Under $1.80	54.1	52.6	34.9	33.6	70.5	68.9	61.6	60.7	58.0	56.7
Under $1.85	56.0	54.5	36.9	35.6	72.2	70.6	63.9	62.9	59.6	58.5
Under $1.90	58.0	56.8	39.3	38.3	74.2	72.6	65.4	64.7	61.7	60.7
Under $1.95	59.9	58.5	42.1	40.9	75.3	73.7	67.2	66.2	62.9	61.7
Under $2.00	61.2	59.9	43.6	42.6	76.4	74.9	68.4	67.2	64.1	63.2
Under $2.10	67.5	66.5	51.7	50.8	80.7	79.7	74.4	73.5	70.4	69.8
Under $2.20	70.8	69.8	55.4	54.5	83.4	82.5	77.8	76.9	73.3	72.7
Under $2.30	74.2	73.0	60.2	58.7	85.4	84.6	81.0	80.2	75.7	75.2
Under $2.40	77.3	76.0	64.5	62.4	87.5	86.7	83.4	82.8	79.1	78.8
Under $2.50	79.9	78.6	68.2	66.3	89.2	88.4	85.5	84.9	81.7	81.0
Under $2.60	83.6	82.6	73.5	72.2	91.4	90.9	88.3	87.3	86.1	85.4
Under $2.70	85.8	84.6	76.8	74.9	92.7	92.1	90.2	89.4	87.7	87.3
Under $2.80	87.8	86.9	79.7	78.1	93.8	93.3	91.9	91.4	89.9	89.4
Under $2.90	89.6	88.7	82.5	80.9	94.7	94.4	93.1	92.5	91.6	91.1
Under $3.00	91.0	90.0	84.5	82.8	95.6	95.4	94.3	93.7	92.5	91.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	386.6	390.2	136.7	140.5	102.3	101.8	100.2	100.1	47.5	47.8
Average hourly earnings[1]	$2.12	$2.16	$2.40	$2.44	$1.82	$1.87	$1.97	$2.01	$2.14	$2.17

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 8. Hourly Earnings: Elementary and Secondary Schools, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	1.4	1.0	.2	.2	1.4	.5	3.0	2.6	.5	.5
Under $1.20	7.3	1.4	.7	.3	17.6	1.1	4.7	3.0	1.0	.7
Under $1.25	8.3	1.6	.8	.4	20.0	1.7	5.1	3.2	1.2	.9
Under $1.30	11.4	2.5	1.4	.6	26.0	2.7	7.6	4.3	2.9	1.6
Under $1.35	15.0	13.0	2.2	2.2	33.9	28.8	9.9	9.3	4.4	4.0
Under $1.40	17.4	15.7	4.4	4.2	37.6	33.4	11.5	10.9	6.0	5.7
Under $1.45	20.5	19.2	6.9	6.6	42.1	39.1	14.6	14.1	7.4	7.1
Under $1.50	22.2	21.2	8.6	8.3	44.4	42.4	16.2	15.7	8.2	8.1
Under $1.55	26.5	25.6	12.8	12.6	49.3	47.6	21.0	20.5	10.5	10.4
Under $1.60	28.6	27.6	14.6	14.4	52.0	50.4	23.1	22.4	11.8	11.5
Under $1.65	32.0	31.2	18.5	18.2	56.2	54.7	26.1	25.8	13.7	13.7
Under $1.70	34.5	33.8	21.1	20.8	59.4	58.2	28.2	27.9	15.7	15.5
Under $1.75	37.0	36.4	24.0	23.7	62.5	61.6	30.4	30.1	16.9	17.0
Under $1.80	39.9	39.5	29.7	29.4	64.7	63.8	32.6	32.6	19.0	19.2
Under $1.85	42.4	41.7	32.2	31.7	67.4	66.4	35.0	34.7	20.9	21.1
Under $1.90	44.6	44.0	36.1	35.5	69.1	68.0	36.8	36.5	22.9	23.1
Under $1.95	46.8	46.0	38.2	37.6	71.2	70.1	39.1	38.8	25.1	24.7
Under $2.00	48.9	48.0	41.9	40.6	72.7	71.5	40.9	40.5	26.9	26.6
Under $2.10	54.9	54.4	48.9	47.9	76.3	75.7	47.6	47.2	34.8	35.7
Under $2.20	58.8	58.5	52.8	51.7	79.5	78.9	51.6	51.7	40.1	40.9
Under $2.30	62.7	62.5	57.8	57.9	82.0	81.4	55.4	55.4	45.0	45.5
Under $2.40	66.6	66.3	61.8	61.2	84.5	84.1	59.8	59.6	50.8	51.1
Under $2.50	69.9	69.6	65.6	65.0	86.4	86.1	63.3	63.0	55.6	55.7
Under $2.60	73.9	73.6	70.4	70.6	88.7	88.5	67.8	67.0	60.8	61.2
Under $2.70	76.8	76.7	73.7	73.8	90.3	90.1	71.4	71.0	64.7	65.1
Under $2.80	79.6	79.5	76.6	76.7	91.4	91.2	75.0	74.7	69.1	69.6
Under $2.90	82.5	82.4	80.2	80.4	92.7	92.4	78.1	77.7	73.5	73.9
Under $3.00	84.7	84.6	82.6	82.5	93.6	93.3	81.1	80.6	77.2	77.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,245.1	1,289.3	276.2	293.0	404.7	413.6	338.7	351.3	225.6	231.5
Average hourly earnings[1]	$2.23	$2.26	$2.43	$2.45	$1.77	$1.83	$2.35	$2.38	$2.61	$2.61

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 9. Hourly Earnings: Schools Above High School Level, United States and Regions

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	.9	.5	.8	.4	1.5	.6	.5	.4	.8	.9
Under $1.20	10.1	.8	6.3	.7	15.2	.8	11.2	.5	4.9	1.1
Under $1.25	10.8	.8	6.5	.8	16.5	.9	11.9	.5	5.1	1.2
Under $1.30	20.6	1.4	11.6	1.4	34.3	1.7	19.5	1.3	11.9	1.4
Under $1.35	26.0	23.0	14.3	12.7	41.7	38.5	25.7	21.5	15.8	13.3
Under $1.40	29.0	26.4	15.4	14.0	44.5	41.9	29.4	26.0	19.8	17.2
Under $1.45	33.1	30.8	18.8	16.6	48.5	46.4	34.6	31.7	23.2	21.4
Under $1.50	35.3	33.3	19.7	17.6	50.6	48.7	37.2	34.9	26.2	24.7
Under $1.55	42.5	40.8	25.2	24.1	58.4	56.7	44.2	42.1	34.3	32.7
Under $1.60	43.7	42.1	25.7	24.6	60.2	58.5	45.5	43.7	35.2	33.6
Under $1.65	48.0	46.5	29.4	28.8	64.5	63.6	50.9	48.6	38.4	36.6
Under $1.70	50.4	48.9	30.8	29.9	66.9	66.1	53.6	51.4	41.4	39.6
Under $1.75	52.2	50.8	32.8	31.5	69.1	68.4	55.2	53.4	42.8	41.1
Under $1.80	55.6	54.3	36.4	34.8	71.8	71.2	58.5	56.9	47.2	45.7
Under $1.85	57.4	56.1	38.2	36.6	73.6	72.9	60.4	59.2	48.6	46.9
Under $1.90	59.2	57.9	40.8	39.0	75.1	74.6	62.2	60.9	50.1	48.4
Under $1.95	61.5	60.3	43.2	41.3	77.1	76.4	64.2	63.2	53.2	51.8
Under $2.00	62.9	61.7	45.2	43.1	78.4	77.6	65.6	64.5	54.3	53.0
Under $2.10	68.1	67.0	52.0	50.3	81.9	81.4	70.9	69.9	60.2	58.3
Under $2.20	71.6	70.7	56.4	54.7	84.2	84.0	74.1	73.1	65.0	64.0
Under $2.30	74.7	73.8	61.3	59.4	86.1	86.0	77.5	76.2	67.5	66.9
Under $2.40	77.9	76.8	65.1	63.2	88.7	88.3	80.5	79.1	71.3	70.4
Under $2.50	80.3	79.4	69.0	67.4	90.4	89.9	82.8	81.8	73.4	72.5
Under $2.60	83.3	82.5	73.1	71.9	92.2	91.8	85.6	84.5	77.4	76.8
Under $2.70	85.6	84.7	76.9	75.3	93.2	92.8	87.5	86.5	80.3	79.7
Under $2.80	87.6	86.8	80.1	78.6	94.2	93.9	89.2	88.4	83.0	82.5
Under $2.90	89.2	88.4	82.9	81.5	95.0	94.8	91.1	89.9	84.5	83.9
Under $3.00	90.7	89.8	85.0	83.5	95.8	95.6	92.2	91.0	86.7	86.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	872.4	891.8	173.2	178.0	247.4	254.3	276.9	280.8	174.9	178.7
Average hourly earnings[1]	$2.15	$2.20	$2.41	$2.46	$1.82	$1.87	$2.13	$2.19	$2.38	$2.42

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 10. Hourly Earnings: Selected Occupational Groups, United States

(Educational institutions: Cumulative percent distribution of nonsupervisory employees by average straight-time hourly earnings,[1] October 1968 and March 1969)

Average hourly earnings[1]	Office clerical employees		Food service employees		Custodial employees		Skilled maintenance employees		Busdrivers		Other nonsupervisory employees	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under $1.15	.5	.3	2.1	1.1	.5	.4	*	*	.2	.1	2.1	1.7
Under $1.20	3.2	.4	14.4	1.9	4.9	.6	*	*	11.3	.3	11.9	1.9
Under $1.25	3.3	.5	16.7	2.4	5.6	.7	.1	*	11.5	.4	12.7	2.1
Under $1.30	7.1	.9	21.8	3.7	9.1	1.3	.3	.2	11.7	.5	24.9	3.1
Under $1.35	8.9	7.5	30.6	25.5	12.1	10.8	.3	.6	12.2	12.8	30.9	27.1
Under $1.40	10.2	9.1	35.6	31.4	14.0	12.8	.3	.6	12.8	13.4	34.4	30.9
Under $1.45	12.3	11.3	42.1	39.2	16.9	15.6	.4	.6	13.5	14.0	38.7	35.5
Under $1.50	13.3	12.2	46.2	44.3	18.5	17.3	.5	.7	13.6	14.2	40.8	38.1
Under $1.55	17.1	16.1	52.4	50.8	21.9	20.9	.7	.9	14.7	15.3	50.4	47.9
Under $1.60	18.4	17.4	56.4	54.8	23.5	22.4	.8	1.0	15.5	15.8	51.4	49.0
Under $1.65	21.4	20.6	62.6	61.0	26.9	26.0	1.0	1.2	16.0	16.5	55.7	53.3
Under $1.70	23.6	22.9	66.5	65.3	28.9	28.1	1.3	1.6	17.4	18.0	58.2	55.8
Under $1.75	25.9	25.3	70.2	69.2	31.1	30.3	1.6	1.8	18.9	19.5	59.6	57.5
Under $1.80	28.8	28.2	73.3	72.5	33.6	32.7	1.7	2.0	20.0	20.5	64.4	62.5
Under $1.85	31.1	30.5	76.6	75.5	36.0	35.1	1.9	2.1	21.7	22.1	65.7	63.9
Under $1.90	33.8	33.0	79.9	78.5	38.1	37.2	2.2	2.4	22.5	23.0	67.3	65.4
Under $1.95	37.0	36.2	81..	80.8	40.8	39.8	2.5	2.7	24.5	24.8	68.6	66.6
Under $2.00	39.5	38.6	83.7	82.9	42.4	41.4	2.9	3.0	26.0	26.3	70.1	67.9
Under $2.10	46.1	45.0	88.0	87.7	48.7	48.1	4.5	4.4	30.2	30.7	76.4	74.6
Under $2.20	52.3	51.7	90.8	90.5	53.0	52.6	6.3	6.0	34.1	34.4	78.4	77.0
Under $2.30	57.2	56.4	92.8	92.8	57.6	56.8	8.2	7.7	38.8	38.4	81.0	80.3
Under $2.40	63.1	62.1	94.7	94.6	62.4	61.2	11.0	10.3	42.6	41.9	83.1	82.4
Under $2.50	67.7	66.8	96.0	95.9	66.5	65.8	14.2	13.3	45.3	44.8	84.7	84.0
Under $2.60	72.8	72.1	97.0	96.9	71.2	70.5	18.2	16.7	50.8	50.3	87.4	87.1
Under $2.70	76.8	76.2	97.8	97.7	75.5	74.7	21.8	20.6	55.2	54.9	88.5	88.1
Under $2.80	80.6	80.0	98.3	98.3	79.3	78.7	25.9	24.4	59.2	58.8	89.7	89.4
Under $2.90	83.8	83.2	98.8	98.8	83.2	82.5	30.3	28.8	63.5	63.1	90.7	90.5
Under $3.00	86.5	85.8	99.1	99.1	86.2	85.6	35.0	33.2	67.2	66.7	91.5	91.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	509.5	522.3	416.8	419.3	418.5	423.7	72.8	74.9	141.2	145.8	558.7	595.2
Average hourly earnings[1]	$2.34	$2.37	$1.63	$1.68	$2.25	$2.28	$3.39	$3.44	$2.62	$2.62	$2.06	$2.10

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

* Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 11. Weekly Hours of Work: All Schools, United States and Regions (Numerical Distribution)

(Educational institutions: Numerical distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	512,162	549,807	91,470	103,760	141,022	150,276	169,081	174,398	110,589	121,373
15 and under 35	594,911	612,425	121,497	126,845	203,043	210,582	171,069	176,236	99,302	98,762
35 and under 40	277,086	287,476	102,830	108,659	102,071	101,829	50,235	55,574	21,950	21,414
40	587,374	608,183	93,036	93,015	164,010	175,649	175,880	183,956	154,448	155,563
Over 40 and under 42	24,126	20,469	5,162	4,529	6,329	4,692	8,551	7,365	4,084	3,883
42	23,140	10,615	3,696	2,478	11,075	3,268	5,927	2,798	2,442	2,071
Over 42 and under 44	19,150	18,885	4,897	5,700	5,869	5,429	6,221	6,028	2,163	1,728
44	16,052	14,360	4,801	4,648	3,855	3,898	6,091	4,481	1,305	1,333
Over 44	63,534	58,884	21,983	21,282	14,762	12,352	22,586	21,199	4,203	4,051
Number of employees	2,117,535	2,181,104	449,372	470,916	652,036	667,975	615,641	632,035	400,486	410,178
Average weekly hours	27.5	27.0	28.7	28.1	27.9	27.5	26.7	26.4	26.5	26.0

Table 12. Weekly Hours of Work: All Schools, United States and Regions (Percent Distribution)

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	24.2	25.2	20.4	22.0	21.6	22.5	27.5	27.6	27.6	29.6
15 and under 35	28.1	28.1	27.0	26.9	31.1	31.5	27.8	27.9	24.8	24.1
35 and under 40	13.1	13.2	22.9	23.1	15.7	15.2	8.2	8.8	5.5	5.2
40	27.7	27.9	20.7	19.8	25.2	26.3	28.6	29.1	38.6	37.9
Over 40 and under 42	1.1	.9	1.1	1.0	1.0	.7	1.4	1.2	1.0	.9
42	1.1	.5	.8	.5	1.7	.5	1.0	.4	.6	.5
Over 42 and under 44	.9	.9	1.1	1.2	.9	.8	1.0	1.0	.5	.4
44	.8	.7	1.1	1.0	.6	.6	1.0	.7	.3	.3
Over 44	3.0	2.7	4.9	4.5	2.3	1.8	3.7	3.4	1.0	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	2,117.5	2,181.1	449.4	470.9	652.0	668.0	615.6	632.0	400.5	410.2
Average weekly hours	27.5	27.0	28.7	28.1	27.9	27.5	26.7	26.4	26.5	26.0

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 13. Weekly Hours of Work: All Schools, Metropolitan Areas, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	21.4	23.2	19.3	21.6	17.3	19.2	23.0	24.0	26.5	29.0
15 and under 35	27.1	26.5	27.6	27.2	28.3	27.9	27.5	26.9	24.5	23.5
35 and under 40	14.1	14.4	24.1	24.1	17.2	17.0	9.5	10.2	4.7	4.7
40	30.4	29.9	19.8	18.8	31.0	31.4	31.7	31.7	40.7	39.5
Over 40 and under 42	1.2	1.1	1.3	1.1	.9	.8	1.4	1.4	1.1	1.0
42	.9	.5	.7	.5	1.5	.5	1.0	.5	.4	.4
Over 42 and under 44	1.0	1.0	1.2	1.3	1.1	1.0	1.2	1.2	.6	.5
44	.8	.6	.9	.7	.5	.5	1.3	.8	.3	.3
Over 44	3.1	2.8	5.2	4.6	2.2	1.8	3.6	3.3	1.1	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,349.7	1,396.4	348.4	366.5	338.0	348.4	367.2	377.2	296.0	304.3
Average weekly hours	28.4	27.9	29.0	28.2	29.5	29.0	28.0	27.6	27.0	26.3

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 14. Weekly Hours of Work: All Schools, Nonmetropolitan Areas, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	29.1	28.7	24.1	23.7	26.2	26.1	34.1	32.9	30.6	31.3
15 and under 35	29.9	30.9	25.0	25.9	34.2	35.5	28.2	29.3	25.7	25.6
35 and under 40	11.2	11.1	18.8	19.4	14.0	13.3	6.2	6.7	7.6	6.7
40	23.0	24.2	23.9	23.0	18.9	20.7	24.0	25.3	32.4	33.4
Over 40 and under 42	1.1	.7	.6	.3	1.1	.6	1.4	.8	.8	.8
42	1.4	.5	1.2	.7	1.9	.4	.9	.3	1.3	.8
Over 42 and under 44	.7	.6	.6	1.0	.7	.6	.8	.6	.4	.3
44	.8	.8	1.7	1.8	.7	.7	.6	.6	.3	.3
Over 44	2.8	2.6	3.9	4.2	2.3	1.9	3.8	3.4	.8	.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	767.8	784.7	100.9	104.4	314.0	319.5	248.4	254.8	104.4	105.9
Average weekly hours	25.7	25.6	27.8	27.7	26.1	25.7	24.6	24.7	25.3	25.2

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 15. Weekly Hours of Work: Public Schools, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	22.9	24.0	19.3	21.6	19.6	20.6	26.3	26.3	26.0	28.0
15 and under 35	29.3	29.3	31.2	30.7	32.6	33.0	27.6	27.9	25.0	24.4
35 and under 40	12.1	12.2	19.8	20.5	16.1	15.5	7.8	8.5	5.4	5.0
40	28.9	28.8	20.2	18.4	25.7	26.7	29.9	30.4	40.3	39.4
Over 40 and under 42	1.2	1.0	1.3	1.1	.9	.7	1.4	1.2	1.0	1.0
42	1.0	.5	.8	.5	1.5	.4	.9	.5	.7	.6
Over 42 and under 44	.9	.9	1.3	1.4	.9	.8	1.0	1.0	.5	.4
44	.7	.6	1.1	1.0	.6	.6	1.0	.7	.3	.3
Over 44	2.9	2.7	5.0	4.7	2.1	1.7	3.9	3.5	.9	1.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,730.9	1,790.9	312.7	330.5	549.8	566.1	515.5	532.0	353.0	362.3
Average weekly hours	27.8	27.3	28.6	27.9	28.4	27.9	27.2	26.9	27.0	26.5

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 16. Weekly Hours of Work: Private Schools, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	30.2	30.9	22.8	22.9	32.5	33.1	33.3	34.6	39.7	41.6
15 and under 35	22.6	22.4	17.4	18.2	23.5	23.2	28.5	28.0	23.5	21.9
35 and under 40	17.5	17.5	30.0	29.1	13.2	13.8	9.9	10.2	6.4	6.9
40	22.4	23.5	21.8	22.9	22.3	24.2	21.6	22.1	25.9	26.6
Over 40 and under 42	1.0	.8	.7	.7	1.3	.8	1.1	1.0	1.1	.7
42	1.4	.5	.9	.6	2.8	.8	1.2	.3	.2	.1
Over 42 and under 44	.8	.7	.7	.8	.7	.7	1.2	.8	.7	.4
44	.8	.8	1.0	1.0	.7	.7	.7	.6	.7	.7
Over 44	3.3	2.9	4.7	4.0	3.0	2.6	2.4	2.4	1.8	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	386.6	390.2	136.7	140.5	102.3	101.8	100.2	100.1	47.5	47.8
Average weekly hours	26.0	25.6	29.0	28.7	25.2	25.0	24.1	23.7	22.7	22.2

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 17. Weekly Hours of Work: Elementary and Secondary Schools, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	16.4	17.6	16.8	19.4	16.5	14.8	16.8	17.9	18.7	19.8
15 and under 35	34.4	34.6	36.2	35.4	37.5	38.1	34.2	34.4	26.8	27.6
35 and under 40	14.4	14.2	17.4	17.1	19.0	18.4	11.1	11.5	7.6	6.9
40	27.3	27.3	19.1	18.4	23.4	24.7	28.5	28.3	42.7	41.6
Over 40 and under 42	1.1	1.0	1.5	1.2	.8	.5	1.2	1.2	1.2	1.2
42	1.2	.6	1.1	.7	1.6	.5	1.1	.5	.9	.7
Over 42 and under 44	.9	.9	1.3	1.6	.6	.5	1.1	1.1	.6	.5
44	.9	.8	1.3	1.2	.5	.6	1.4	.8	.4	.4
Over 44	3.3	3.2	5.3	5.2	2.1	1.9	4.5	4.3	1.1	1.1
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	1,245.1	1,289.3	276.2	293.0	404.7	413.6	338.7	351.3	225.6	231.5
Average weekly hours	29.3	28.8	29.0	28.1	29.4	29.1	29.3	28.8	29.4	28.9

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 18. Weekly Hours of Work: Schools Above High School Level, United States and Regions

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	35.3	36.2	26.1	26.4	33.3	35.0	40.5	39.7	39.1	42.3
15 and under 35	19.1	18.7	12.4	13.0	20.7	20.9	19.9	19.8	22.2	19.5
35 and under 40	11.2	11.7	31.6	32.9	10.2	10.0	4.6	5.4	2.8	3.0
40	28.3	28.8	23.2	22.1	28.0	29.0	28.6	30.1	33.3	33.1
Over 40 and under 42	1.2	.9	.7	.6	1.2	1.0	1.6	1.2	.8	.6
42	.9	.3	.5	.3	1.8	.4	.7	.3	.2	.2
Over 42 and under 44	.9	.8	.7	.6	1.4	1.4	.9	.7	.5	.3
44	.5	.5	.7	.7	.7	.6	.4	.5	.2	.2
Over 44	2.6	2.0	4.2	3.5	2.6	1.7	2.6	2.2	1.0	.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	872.4	891.8	173.2	178.0	247.4	254.3	276.9	280.8	174.9	178.7
Average weekly hours	24.9	24.5	28.4	28.1	25.4	24.7	23.5	23.5	22.9	22.3

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 19. Weekly Hours of Work: Selected Occupational Groups, United States

(Educational institutions: Percent distribution of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	Office clerical employees		Food service employees		Custodial employees		Skilled maintenance employees		Busdrivers		Other nonsupervisory employees	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	14.1	15.3	18.6	18.4	8.9	8.9	1.5	1.7	35.1	35.8	49.2	50.7
15 and under 35	16.7	16.0	50.4	52.3	16.1	16.4	3.0	3.1	54.1	53.2	27.6	26.9
35 and under 40	29.2	29.4	16.0	15.2	5.2	6.3	4.0	5.1	1.9	2.4	6.1	6.1
40	37.5	37.5	11.1	11.6	50.5	51.6	71.8	72.9	5.8	5.3	14.0	13.9
Over 40 and under 42	.7	.5	1.0	.7	2.7	2.3	2.7	2.7	.3	.6	.4	.4
42	.5	.2	.7	.2	2.7	1.3	3.3	1.3	.6	.5	.6	.2
Over 42 and under 44	.5	.5	.4	.4	2.4	2.4	2.6	2.5	.4	.4	.5	.4
44	.1	.1	.2	.2	2.9	2.4	1.8	1.9	.1	.1	.2	.2
Over 44	.7	.5	1.5	1.0	8.7	8.4	9.4	8.9	1.7	1.8	1.4	1.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of employees (in thousands)	509.5	522.3	416.8	419.3	418.5	423.7	72.8	74.9	141.2	145.8	558.7	595.2
Average weekly hours	31.7	31.4	26.4	26.1	35.4	35.3	40.1	39.9	18.7	18.7	18.9	18.4

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 20. Weekly Hours of Work: By Hourly Earnings, United States

(Educational institutions: Numerical distribution of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings, [1] October 1968 and March 1969)

Weekly hours of work	Number of employees		Average hourly earnings [1]		Number of employees with hourly earnings [1] of—											
					Under $1.30		$1.30 and under $1.45		$1.45 - $1.60		$1.60 - $2.00		$2.00 - $2.50		$2.50 and over	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	512,162	549,807	$1.68	$1.74	169,292	21,104	86,490	232,929	68,304	78,551	77,451	89,876	56,385	67,918	54,240	59,429
15 and under 35	594,911	612,425	1.86	1.89	103,902	15,446	77,236	161,955	66,765	70,385	147,315	151,269	109,488	115,985	90,205	97,385
35 and under 40	277,086	287,476	2.23	2.29	22,320	4,058	25,030	35,099	19,069	21,677	56,636	58,712	63,328	67,730	90,703	100,200
40	587,374	608,183	2.43	2.44	16,680	3,614	26,229	36,691	30,630	33,230	113,956	119,002	152,028	156,756	247,851	258,890
Over 40 and under 42	24,126	20,469	2.39	2.53	1,269	44	1,167	1,451	1,970	1,091	4,056	2,905	4,874	4,372	10,790	10,606
42	23,140	10,615	2.20	2.45	1,859	40	2,115	967	1,830	719	4,818	1,731	4,712	2,103	7,806	5,055
Over 42 and under 44	19,150	18,885	2.45	2.49	1,145	94	777	1,292	870	953	2,962	3,015	4,373	4,142	9,023	9,389
44	16,052	14,360	2.39	2.37	799	49	1,008	1,818	490	434	2,807	2,312	4,076	4,288	6,872	5,459
Over 44	63,534	58,884	2.41	2.53	3,923	328	3,434	4,879	2,196	2,054	11,031	8,970	14,036	12,772	28,914	29,881
Total	2,117,535	2,181,104	2.20	2.24	321,189	44,777	223,486	477,081	192,124	209,094	421,032	437,792	413,300	436,066	546,404	576,294
Average weekly hours	27.5	27.0	-	-	17.6	18.8	21.6	18.3	22.5	22.0	28.2	27.5	31.1	30.3	34.0	33.9
Aggregate hours (in thousands)	58,129.2	58,978.3	-	-	5,653.9	843.4	4,832.0	8,748.4	4,326.3	4,607.3	11,871.2	12,058.3	12,844.8	13,209.2	18,601.0	19,511.6

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 21. Weekly Hours of Work: By Hourly Earnings, South

(Educational institutions: Numerical distribution of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings,[1] October 1968 and March 1969)

Weekly hours of work	Number of employees		Average hourly earnings[1]		Number of employees with hourly earnings[1] of—											
					Under $1.30		$1.30 and under $1.45		$1.45 - $1.60		$1.60 - $2.00		$2.00 - $2.50		$2.50 and over	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	141,022	150,276	$1.58	$1.64	77,934	3,403	18,892	97,106	14,230	16,723	8,947	10,896	7,624	8,119	13,395	14,029
15 and under 35	203,043	210,582	1.57	1.61	72,743	7,017	38,054	104,394	21,737	25,061	36,531	39,417	17,349	18,080	16,629	16,613
35 and under 40	102,071	101,829	1.81	1.88	18,632	2,684	17,891	26,723	11,270	13,484	23,804	25,467	16,886	18,902	13,588	14,569
40	164,010	175,649	1.98	2.01	12,617	2,106	18,651	27,369	17,528	18,805	49,123	53,255	36,341	41,080	29,750	33,034
Over 40 and under 42	6,329	4,692	1.72	1.87	1,149	12	888	1,173	1,453	706	1,390	1,254	859	811	590	736
42	11,075	3,268	1.77	1.91	1,811	40	1,953	763	1,256	482	2,865	825	1,967	500	1,223	658
Over 42 and under 44	5,869	5,429	1.98	2.00	761	60	474	918	394	683	1,703	1,359	1,341	1,296	1,196	1,113
44	3,855	3,898	1.73	1.80	768	40	942	1,672	366	298	802	731	607	620	370	537
Over 44	14,762	12,352	1.79	1.84	3,590	236	2,455	4,148	1,029	1,036	3,490	2,872	2,061	2,135	2,137	1,925
Total	652,036	667,975	1.79	1.84	190,005	15,598	100,200	264,266	69,263	77,278	128,655	136,076	85,035	91,543	78,878	83,214
Average weekly hours	27.9	27.5	-	-	20.8	25.4	27.8	21.8	28.1	27.8	33.0	32.5	33.3	33.4	30.4	30.7
Aggregate hours (in thousands)	18,177.5	18,346.7	-	-	3,960.5	396.3	2,787.8	5,763.6	1,949.7	2,149.6	4,248.6	4,423.2	2,831.3	3,058.2	2,399.6	2,555.8

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 22. Aggregate Hours of Work: By Weekly Hours of Work and Hourly Earnings, United States

(Educational institutions: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings,[1] October 1968 and March 1969)

Weekly hours of work	Aggregate hours worked		Aggregate hours worked by employees with hourly earnings[1] of—											
			Under $1.30		$1.30 and under $1.45		$1.45 - $1.60		$1.60 - $2.00		$2.00 - $2.50		$2.50 and over	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	4,174,775	4,428,624	1,373,557	151,392	682,123	1,858,760	555,833	634,302	652,151	736,223	447,694	539,479	463,416	508,468
15 and under 35	13,727,711	14,075,129	2,362,950	376,111	1,816,596	3,673,180	1,526,491	1,620,667	3,423,825	3,543,170	2,547,833	2,657,781	2,050,016	2,204,219
35 and under 40	10,044,917	10,431,263	803,995	144,251	897,096	1,259,496	693,541	786,503	2,064,344	2,142,481	2,307,883	2,472,254	3,278,060	3,626,277
40	23,494,960	24,327,320	667,200	144,560	1,049,160	1,467,640	1,225,200	1,329,200	4,558,240	4,760,080	6,081,120	6,270,240	9,914,040	10,355,600
Over 40 and under 42	988,356	838,962	51,822	1,818	47,822	59,442	81,020	44,645	165,865	118,758	199,571	179,112	442,257	435,187
42	971,880	445,830	78,078	1,680	88,830	40,614	76,860	30,198	202,356	72,702	197,904	88,326	327,852	212,310
Over 42 and under 44	822,706	811,493	49,041	4,017	33,405	55,387	37,310	40,831	127,440	129,735	187,931	177,931	387,579	403,592
44	706,288	631,840	35,156	2,156	44,352	79,992	21,560	19,096	123,508	101,728	179,344	188,672	302,368	240,196
Over 44	3,197,612	2,987,827	232,110	17,464	172,587	253,881	108,484	101,867	553,473	453,402	695,562	635,413	1,435,395	1,525,798
Total	58,129,205	58,978,288	5,653,909	843,450	4,831,971	8,748,392	4,326,297	4,607,309	11,871,202	12,058,280	12,844,841	13,209,210	18,600,985	19,511,647

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 23. Aggregate Hours of Work: By Weekly Hours of Work and Hourly Earnings, South

(Educational institutions: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work and average straight-time hourly earnings, [1] October 1968 and March 1969)

Weekly hours of work	Aggregate hours worked		Aggregate hours worked by employees with hourly earnings [1] of—											
			Under $1.30		$1.30 and under $1.45		$1.45 - $1.60		$1.60 - $2.00		$2.00 - $2.50		$2.50 and over	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	1,249,341	1,336,712	677,310	27,804	158,454	838,369	127,007	156,537	82,649	96,828	70,922	77,233	132,999	139,941
15 and under 35	4,761,757	4,919,772	1,724,319	169,778	939,055	2,462,561	513,955	607,633	872,334	945,880	381,352	398,651	330,741	335,268
35 and under 40	3,708,238	3,700,797	671,413	95,576	640,525	957,644	411,196	490,123	869,220	930,287	620,218	695,218	495,666	531,948
40	6,560,400	7,025,960	504,680	84,240	746,040	1,094,760	701,120	752,200	1,964,920	2,130,200	1,453,640	1,643,200	1,190,000	1,321,360
Over 40 and under 42	259,580	192,127	46,910	492	36,387	48,062	59,937	28,923	56,938	51,375	35,199	33,184	24,210	30,091
42	465,150	137,256	76,062	1,680	82,026	32,046	52,752	20,244	120,330	34,650	82,614	21,000	51,366	27,636
Over 42 and under 44	252,524	233,558	32,584	2,567	20,359	39,257	16,894	29,271	73,405	58,590	57,764	55,899	51,517	47,974
44	169,620	171,512	33,792	1,760	41,448	73,568	16,104	13,112	35,288	32,164	26,708	27,280	16,280	23,628
Over 44	750,925	628,965	193,456	12,358	123,518	217,331	50,712	51,564	173,510	143,177	102,921	106,581	106,807	97,954
Total	18,177,534	18,346,659	3,960,527	396,254	2,787,812	5,763,599	1,949,677	2,149,608	4,248,594	4,423,151	2,831,338	3,058,247	2,399,586	2,555,800

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 24. Aggregate Hours of Work: United States and Regions

(Educational institutions: Numerical distribution of aggregate hours of nonsupervisory employees by weekly hours of work, October 1968 and March 1969)

Weekly hours of work	United States		Northeast		South		North Central		West	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Under 15	4,174,775	4,428,624	718,864	807,594	1,249,341	1,336,712	1,375,065	1,368,365	831,505	915,953
15 and under 35	13,727,711	14,075,129	2,887,012	2,988,428	4,761,757	4,919,772	3,887,772	3,983,614	2,191,170	2,183,316
35 and under 40	10,044,917	10,431,263	3,704,264	3,923,479	3,708,238	3,700,797	1,831,855	2,025,014	800,560	781,974
40	23,494,960	24,327,320	3,721,440	3,720,600	6,560,400	7,025,960	7,035,200	7,358,240	6,177,920	6,222,520
Over 40 and under 42	988,356	838,962	211,555	185,929	259,580	192,127	349,869	301,762	167,352	159,143
42	971,880	445,830	155,232	104,076	465,150	137,256	248,934	117,516	102,564	86,982
Over 42 and under 44	822,706	811,493	210,360	244,984	252,524	233,558	266,930	258,759	92,892	74,192
44	706,288	631,840	211,244	204,512	169,620	171,512	268,004	197,164	57,420	58,652
Over 44	3,197,612	2,987,827	1,095,634	1,069,516	750,925	628,965	1,145,813	1,091,759	205,239	197,587
Aggregate hours (in thousands)	58,129.2	58,978.3	12,915.6	13,249.1	18,177.5	18,346.7	16,409.4	16,702.2	10,626.6	10,680.3
Number of employees (in thousands)	2,117.5	2,181.1	449.4	470.9	652.0	668.0	615.6	632.0	400.5	410.2

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 25. Employees Paid Less Than $1.30 an Hour: All Schools, United States and Regions

(Educational institutions: Percent distribution of schools and nonsupervisory employees in these schools classified by percent of employees paid less than $1.30 an hour, October 1968)

Percent of employees paid less than $1.30 an hour	United States			Northeast			South			North Central			West		
	Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees	
		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour
None	67.8	38.8	-	88.0	68.0	-	39.7	15.3	-	64.7	31.5	-	81.7	55.4	-
Less than 1	.8	9.4	.3	1.1	8.3	.9	1.2	4.5	.1	.7	16.9	.6	.4	7.3	.5
1 and under 5	2.6	9.9	1.8	2.3	7.2	3.4	2.1	9.9	.9	2.9	12.7	3.0	3.2	8.7	2.7
5 and under 10	2.3	5.6	2.6	1.5	3.3	4.2	2.8	4.6	1.2	2.8	5.6	2.9	2.0	10.0	10.4
10 and under 15	3.5	6.1	5.0	1.5	3.7	8.6	4.3	7.6	3.4	3.9	7.7	7.1	4.4	3.9	7.3
15 and under 20	1.8	4.5	5.2	1.4	1.4	4.2	2.5	5.9	3.5	1.1	4.6	6.2	3.2	5.8	14.9
20 and under 25	1.9	2.7	4.0	.4	1.1	4.8	4.5	4.9	3.7	2.1	3.2	5.5	.5	.5	1.6
25 and under 50	11.1	10.2	24.7	1.9	2.8	20.5	23.0	22.0	27.7	14.3	7.3	20.7	2.0	3.7	19.3
50 and under 75	5.9	9.2	37.6	1.9	2.9	34.6	13.3	17.5	37.2	5.9	8.5	40.9	1.9	4.0	33.7
75 or more	2.2	3.4	18.7	.1	1.3	18.8	6.6	7.7	22.3	1.6	2.1	13.1	.7	.8	9.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of schools and employees[1]	34,501	2,117,535	321,189	8,216	449,372	24,120	7,299	652,036	190,005	13,187	615,641	79,607	5,799	400,486	27,457

[1] Excludes schools covered by the survey that did not employ nonsupervisory nonteaching personnel.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 26. Wage Impact of $1.30 Minimum Wage: All Schools, United States and Regions

(Educational institutions: Percent distribution of schools and nonsupervisory employees in these schools classified by percent increase in weekly wage bill required to raise the wages of employees paid less than $1.30 an hour to that amount, October 1968)

Percent increase in weekly wage bill	United States			Northeast			South			North Central			West		
	Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees	
		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour		All	Paid less than $1.30 an hour
No increase	67.8	38.8	-	88.0	68.0	-	39.7	15.3	-	64.7	31.5	-	81.7	55.4	-
Under 1	12.7	39.8	25.9	8.3	26.9	44.5	13.9	37.3	15.4	14.2	52.1	33.6	14.0	39.1	59.8
1 and under 2	4.3	6.2	16.3	.9	1.9	18.0	12.7	11.4	14.0	3.3	5.9	20.9	.6	2.9	17.3
2 and under 3	3.7	4.9	15.2	.2	1.0	10.6	10.4	11.6	18.3	3.5	3.1	10.6	.6	1.3	10.5
3 and under 4	2.4	4.0	15.4	.5	1.9	25.1	6.2	8.4	15.4	1.8	2.8	14.7	1.7	1.0	9.4
4 and under 5	3.0	2.6	10.5	-	-	-	4.8	6.5	13.7	5.2	2.1	9.7	.1	-	-
5 and under 6	1.7	1.6	7.1	.4	.1	.1	4.7	4.8	11.4	1.2	.3	1.3	.8	-	.3
6 and under 7	.4	.8	3.8	-	-	-	1.5	1.8	4.3	.3	.8	4.8	-	-	-
7 and under 8	1.5	.6	2.5	.1	.2	.6	3.6	1.5	3.1	1.9	.5	2.6	-	-	-
8 and under 9	.1	.1	.5	-	-	-	.6	.3	.8	-	-	-	-	-	-
9 and under 10	.4	.2	1.2	1.6	.1	1.1	-	.5	1.7	.1	.2	.5	-	-	-
10 and under 11	.8	.2	.7	-	-	-	.6	.3	.9	1.8	.2	.6	-	-	-
11 and under 12	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
12 and under 13	-	-	-	-	-	-	-	-	-	.1	-	-	-	-	-
13 or more	1.1	.3	.9	-	-	-	1.3	.3	.8	1.9	.5	.6	.6	.2	2.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of schools and employees[1]	34,501	2,117,535	321,189	8,216	449,372	24,120	7,299	652,036	190,005	13,187	615,641	79,607	5,799	400,486	27,.57
Average percent increase in weekly wage bill	.6			.1			1.4			.5			.1		

[1] Excludes schools covered by the survey that did not employ nonsupervisory nonteaching personnel.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 27. Employees Paid Less Than $1.45 an Hour: All Schools, United States and Regions

(Educational institutions: Percent distribution of schools and nonsupervisory employees in these schools classified by percent of employees paid less than $1.45 an hour, March 1969)

Percent of employees paid less than $1.45 an hour	United States			Northeast			South			North Central			West		
	Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
None	49.5	23.1	-	70.1	44.8	-	21.5	3.3	-	46.1	17.8	-	63.6	38.8	-
Less than 1	.6	6.4	.1	1.3	10.0	.5	.8	4.5	.1	.3	8.3	.2	.4	2.5	.1
1 and under 5	2.5	8.3	.9	4.0	11.4	2.4	.9	3.2	.2	2.0	8.7	1.1	3.3	12.6	2.3
5 and under 10	3.2	5.7	1.7	2.1	4.7	3.2	1.8	3.1	.5	3.5	7.2	2.3	6.0	8.6	4.7
10 and under 15	4.2	7.2	3.8	3.8	5.3	6.1	4.6	5.6	1.7	5.0	11.1	6.4	2.3	5.7	5.4
15 and under 20	2.4	6.3	4.6	2.5	4.9	8.1	2.2	4.5	1.9	2.1	8.2	6.5	3.3	7.8	10.2
20 and under 25	2.7	5.1	4.8	2.5	3.5	7.2	5.2	5.8	3.1	1.9	6.0	6.3	1.8	4.6	7.6
25 and under 50	14.4	19.0	30.1	10.5	10.1	36.5	21.3	31.8	28.9	17.2	16.9	29.9	4.8	11.2	30.6
50 and under 75	13.4	13.0	33.5	1.4	3.6	21.9	22.8	24.7	36.5	18.0	11.8	32.8	7.9	6.6	30.3
75 or more	7.1	5.9	20.6	1.8	1.9	14.1	19.0	13.4	27.0	4.0	4.0	14.5	6.6	1.5	8.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of schools and employees[1]	34,501	2,181,104	521,858	8,216	470,916	48,949	7,299	667,975	279,864	13,187	632,035	138,302	5,799	410,178	54,743

[1] Excludes schools covered by the survey that did not employ nonsupervisory nonteaching personnel.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 28. Implications of $1.45 Minimum Wage: All Schools, United States and Regions

(Educational institutions: Percent distribution of schools and nonsupervisory employees in these schools classified by percent increase in weekly wage bill required to raise the wages of employees paid less than $1.45 an hour to that amount, March 1969)

Percent increase in weekly wage bill	United States			Northeast			South			North Central			West		
	Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees		Schools	Employees	
		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour		All	Paid less than $1.45 an hour
No increase	49.5	23.1	-	70.1	44.8	-	21.5	3.3	-	46.1	17.8	-	63.6	38.8	-
Under 1	16.3	40.7	20.0	18.4	44.3	46.5	14.9	26.7	8.7	15.6	51.6	27.6	16.5	42.8	34.9
1 and under 2	7.3	10.7	16.1	5.6	4.5	15.1	9.7	14.0	[illegible]8	7.2	11.5	20.7	6.7	11.0	31.9
2 and under 3	6.3	8.5	18.0	2.5	3.7	22.1	9.6	15.0	16.7	8.0	8.1	19.2	3.5	4.3	18.3
3 and under 4	3.9	5.3	12.5	.7	2.2	14.4	7.4	11.3	14.5	4.9	3.6	9.9	1.8	1.8	7.3
4 and under 5	4.9	4.3	10.9	.3	-	.2	12.4	9.8	13.4	5.6	4.0	12.7	.1	.4	2.5
5 and under 6	2.4	2.8	8.0	-	-	-	7.7	8.3	13.6	1.9	.9	2.4	.4	-	.1
6 and under 7	1.0	1.6	4.8	.2	.1	.5	3.7	4.3	7.6	.4	.4	1.6	.4	.4	2.6
7 and under 8	2.3	1.2	3.6	.4	.1	.1	4.2	3.0	5.4	3.5	.9	2.8	-	-	-
8 and under 9	1.1	.5	1.7	-	-	-	3.6	1.3	2.8	1.0	.2	.8	-	-	-
9 and under 10	.6	.5	1.8	.1	.2	.3	1.8	1.5	3.2	.5	-	.1	.1	-	.1
10 and under 11	.8	.5	1.8	-	-	-	1.6	1.3	2.9	1.1	.3	.9	-	-	-
11 or more	3.5	.3	.8	1.6	.1	.8	2.0	.2	.3	4.2	.6	1.3	6.9	.4	2.4
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Number of schools and employees[1]	34,501	2,181,104	521,858	8,216	470,916	48,949	7,299	667,975	279,864	13,187	632,035	138,302	5,799	410,178	54,743
Average percent increase in weekly wage bill	1.0			.3			2.3			.7			.3		

[1] Excludes schools covered by the survey that did not employ nonsupervisory nonteaching personnel.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 29. Matched Schools: Hourly Earnings and Weekly Hours of Work, United States

(Educational institutions: Percent distribution of nonsupervisory employees by average straight-time hourly earnings [1] and weekly hours of work in schools which were included in both the 1968 and 1969 surveys classified by degree of wage impact of the $1.30 minimum wage as of October 1968, United States, October 1968 and March 1969)

Item	Total		Schools with—							
			No wage impact		Low wage impact		Medium wage impact		High wage impact	
	1968	1969	1968	1969	1968	1969	1968	1969	1968	1969
Average hourly earnings: [1]										
Under $1.30	15.1	2.1	-	.2	7.2	2.0	40.3	4.0	62.3	6.9
$1.30 and under $1.45	10.6	21.9	8.5	8.1	12.4	16.0	13.1	45.4	7.7	60.5
$1.45 and under $1.60	9.1	9.6	8.2	7.9	10.8	11.1	8.7	11.1	6.9	8.0
$1.60 or more	65.3	66.4	83.3	83.9	69.7	70.9	37.8	39.5	23.0	24.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average hourly earnings [1]	$2.20	$2.24	$2.45	$2.46	$2.28	$2.31	$1.75	$1.80	$1.47	$1.58
Average degree of impact	.5	-	0	-	.1	-	1.6	-	5.6	-
Percentage range of impact	-	-	0	-	.001–.610	-	.611–3.261	-	3.262 and over	-
Weekly hours of work:										
Under 35	52.2	53.3	48.7	49.9	48.1	49.2	61.1	62.3	65.8	67.5
35 and including 40	40.9	41.0	44.6	44.1	44.4	44.5	32.4	33.1	27.4	28.4
Over 40 and including 42	2.2	1.4	1.9	1.4	2.3	1.6	2.6	1.2	2.9	1.1
Over 42 and including 44	1.7	1.5	1.6	1.6	1.9	1.7	1.4	1.2	1.4	1.1
Over 44	3.0	2.7	3.1	2.9	3.3	3.0	2.5	2.1	2.5	1.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Average weekly hours	27.5	27.0	28.8	28.3	28.0	27.7	24.8	24.4	24.8	24.1
Aggregate hours (in thousands)	57,651.3	58,368.3	23,547.6	24,020.7	20,382.3	20,610.3	9,101.2	9,082.7	4,620.1	4,654.6
Number of employees	2,097,377	2,159,647	816,961	848,972	726,755	745,307	367,454	372,587	186,207	192,781
Number of schools [2]	34,472		23,374		3,671		3,670		3,757	

[1] Earnings data include separate payments for work on late shifts, but exclude premium pay for overtime and for work on weekends and holidays, as well as the value of room, board, or other perquisites provided in addition to cash wages.

[2] Limited to schools employing nonsupervisory nonteaching personnel and included in both the 1968 and 1969 surveys.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 30. Matched Schools: Changes in Employment and Long Workweeks, United States

(Educational institutions: Distribution of schools which were included in both the 1968 and 1969 surveys and nonsupervisory employees in these schools classified by changes in employment and weekly hours of work over 40 between October 1968 and March 1969 and degree of wage impact of 1.30 minimum wage as of October 1968)

Item	Total		Schools with—							
			No wage impact		Low wage impact		Medium wage impact		High wage impact	
	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees
Employment change:										
Increased—										
Less than 10 percent	4,676	950,611	2,232	341,258	1,099	373,037	742	161,222	603	75,094
10 percent or more	3,919	273,000	2,635	141,138	408	75,498	369	31,237	507	25,127
Decreased—										
Less than 10 percent	3,019	536,761	1,141	154,011	932	228,885	689	115,000	257	38,865
10 percent or more	1,052	78,703	656	27,996	80	14,861	135	21,086	181	14,760
No change	21,806	258,302	16,710	152,558	1,152	34,474	1,735	38,909	2,209	32,361
Change in aggregate weekly hours worked beyond 40 hours per week:										
Increased—										
Less than 5 percent	203	43,236	103	17,373	67	19,663	9	3,128	24	3,072
5 percent or more	3,781	623,920	1,965	228,195	833	274,454	746	79,837	237	41,434
Decreased—										
Less than 5 percent	219	32,012	40	9,846	143	9,098	14	8,634	22	4,434
5 percent or more	4,707	880,508	2,384	283,033	988	340,399	716	167,833	619	89,243
No change	25,562	517,701	18,882	278,514	1,640	83,141	2,185	108,022	2,855	48,024
Number of schools and employees [1]	34,472	2,097,377	23,374	816,961	3,671	726,755	3,670	367,454	3,757	186,207

[1] Limited to schools employing nonsupervisory nonteaching personnel and included in both the 1968 and 1969 surveys.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 31. Supplementary Pay Provisions: Public Schools, United States and Regions

(Educational institutions: Percent of schools and regularly employed nonsupervisory employees in selected occupational categories in these schools classified by selected supplementary pay provisions, March 1969)

Supplementary pay provisions	United States		Northeast		South		North Central		West	
	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees
	Office clerical employees									
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	17	35	11	20	1	7	13	33	45	77
Paid holidays	87	93	93	95	86	91	93	93	72	93
Paid vacations	75	87	90	92	68	81	75	88	70	90
Health, insurance, and pension plans [2]	85	91	93	90	74	86	94	95	73	94
	Food service employees									
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	17	22	15	18	1	3	15	31	48	62
Paid holidays	60	62	68	71	35	48	67	73	74	69
Paid vacations	20	32	17	30	13	22	14	31	51	60
Health, insurance, and pension plans [2]	81	82	93	95	65	73	87	86	85	85
	Custodial employees									
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	21	32	17	26	2	7	18	38	53	76
Paid holidays	91	95	93	99	79	90	94	94	95	98
Paid vacations	80	90	95	99	61	76	83	92	84	98
Health, insurance, and pension plans [2]	86	94	91	97	68	89	91	95	92	99
	Skilled maintenance employees									
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	27	37	20	25	4	8	19	44	76	80
Paid holidays	95	98	100	100	82	95	99	99	99	99
Paid vacations	91	96	100	100	75	92	93	98	99	98
Health, insurance, and pension plans [2]	90	97	99	97	67	92	99	99	100	100

[1] Limited to schools having regularly employed nonsupervisory employees in the respective occupational groups.
[2] Includes only plans which are paid for in whole or in part by the employer.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 32. Supplementary Pay Provisions: Private Schools, United States and Regions

(Educational institutions: Percent of schools and regularly employed nonsupervisory employees in selected occupational categories in these schools classified by selected supplementary pay provisions, March 1969)

Supplementary pay provisions	United States		Northeast		South		North Central		West	
	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees	Schools [1]	Employees
Office clerical employees										
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	19	22	7	10	9	10	12	30	68	61
Paid holidays	75	85	89	92	83	88	57	87	79	58
Paid vacations	63	84	80	93	72	84	47	84	59	52
Health, insurance, and pension plans [2]	64	82	84	91	61	83	55	85	48	50
Food service employees										
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	10	22	10	27	5	5	5	20	44	51
Paid holidays	67	64	78	73	67	57	60	72	68	37
Paid vacations	30	50	61	60	19	36	16	61	40	28
Health, insurance, and pension plans [2]	57	66	82	76	37	50	55	80	59	35
Custodial employees										
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	16	31	9	35	6	13	8	25	61	61
Paid holidays	78	83	86	94	84	88	67	74	80	63
Paid vacations	69	81	89	95	55	80	61	73	68	56
Health, insurance, and pension plans [2]	63	81	76	92	46	75	67	83	52	51
Skilled maintenance employees										
All schools	100	100	100	100	100	100	100	100	100	100
Daily overtime premium pay	14	34	17	42	6	16	10	37	62	45
Paid holidays	89	97	99	99	94	97	73	91	86	97
Paid vacations	94	97	97	99	95	96	92	96	86	97
Health, insurance, and pension plans [2]	82	94	92	98	80	90	69	90	100	100

[1] Limited to schools having regularly employed nonsupervisory employees in the respective occupational groups.
[2] Includes only plans which are paid for in whole or in part by the employer.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 33. Overtime Premium Pay: Public and Private Schools, United States and Regions

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by overtime premium pay provisions and type of ownership, March 1969)

Premium pay provisions	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools with provisions for overtime premium pay at 1½ times the regular rate of pay after—										
35 hours a week and 7 hours a day	1	4	1	*	-	*	*	-	*	-
37½ hours a week and 7½ hours a day	2	4	-	4	1	*	-	-	1	*
40 hours a week and 8 hours a day	31	10	6	28	75	21	9	10	29	61
35 hours a week	2	10	-	*	-	4	8	1	*	-
40 hours a week	56	51	83	62	22	62	62	82	62	36
Other provisions	4	10	5	4	1	6	10	2	3	2
Employees in establishments with no overtime premium pay provisions	4	11	4	2	*	7	11	5	5	1
	Food service employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools with provisions for overtime premium pay at 1½ times the regular rate of pay after—										
40 hours a week and 8 hours a day	21	13	3	30	62	21	25	4	20	51
40 hours a week	70	64	89	64	37	67	56	83	73	47
Other provisions	4	9	3	4	*	3	3	6	-	*
Employees in establishments with no overtime premium pay provisions	5	14	5	1	1	9	16	6	7	2
	Custodial employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools with provisions for overtime premium pay at 1½ times the regular rate of pay after—										
40 hours a week and 8 hours a day	32	24	6	38	76	29	32	12	25	61
40 hours a week	64	69	87	59	24	59	53	76	64	36
Other provisions	3	3	4	1	1	3	6	2	1	1
Employees in establishments with no overtime premium pay provisions	2	4	3	1	*	9	9	10	10	2
	Skilled maintenance employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools with provisions for overtime premium pay at 1½ times the regular rate of pay after—										
40 hours a week and 8 hours a day	36	22	7	44	80	34	42	16	37	45
40 hours a week	59	71	85	53	20	61	52	81	58	54
Other provisions	3	4	5	2	-	1	2	-	1	-
Employees in establishments with no overtime premium pay provisions	2	3	3	1	-	3	4	3	3	-

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 34. Paid Holidays: Public and Private Schools, United States and Regions

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid holidays and type of ownership, March 1969)

Number of paid holidays[1]	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools providing paid holidays	93	95	91	93	93	85	92	88	87	58
Under 5 days	1	-	2	2	*	*	-	*	1	1
5 days	3	-	6	3	*	2	1	3	2	*
6 days	7	1	6	16	2	8	2	8	20	9
7 days	7	9	4	11	4	8	4	9	21	4
8 days	10	5	11	14	8	16	14	30	6	16
9 days	14	10	8	21	13	7	4	6	9	13
10 days	11	13	13	9	12	17	30	8	7	5
11 days	17	15	11	11	31	6	7	5	7	3
12 days	6	12	9	1	6	6	6	8	7	*
13 days	5	7	7	1	6	3	4	3	2	*
14 days	2	3	4	1	3	3	5	2	1	2
15 days	2	4	3	1	2	2	4	1	1	*
Over 15 days	8	15	8	3	5	8	11	5	4	4
Employees in schools providing no paid holidays	7	5	9	7	7	15	8	12	13	42
	Food service employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools providing paid holidays	62	71	48	73	69	64	73	57	72	37
Under 5 days	7	3	6	12	1	4	3	4	6	-
5 days	5	2	5	7	4	4	3	7	4	1
6 days	9	8	6	17	2	8	1	3	17	14
7 days	5	6	4	8	3	8	3	9	14	4
8 days	6	5	5	6	8	8	12	13	1	6
9 days	6	6	3	7	13	9	12	2	12	4
10 days	6	7	4	4	10	6	14	1	4	3
11 days	4	2	2	3	12	4	8	2	3	-
12 days	5	17	2	1	4	5	7	1	6	*
13 days	1	1	2	1	1	1	-	2	*	*
14 days	2	1	2	1	3	*	1	1	-	1
15 days	1	1	2	1	*	1	*	*	2	-
Over 15 days	7	11	4	6	7	7	9	12	3	4
Employees in schools providing no paid holidays	38	29	52	27	31	36	27	43	28	63

See footnotes at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 34. Paid Holidays: Public and Private Schools, United States and Regions—Continued

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid holidays and type of ownership, March 1969)

Number of paid holidays [1]	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Custodial employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools providing paid holidays	95	99	90	94	98	83	94	88	74	63
Under 5 days	3	-	7	2	1	1	*	2	1	-
5 days	4	1	9	3	*	4	3	9	2	*
6 days	10	1	9	23	4	13	5	15	21	18
7 days	9	8	6	14	8	12	10	10	20	6
8 days	12	10	11	16	10	11	11	23	2	11
9 days	11	10	9	14	10	7	9	5	6	5
10 days	12	17	11	8	13	12	20	8	6	5
11 days	13	16	8	8	24	7	12	3	5	5
12 days	8	19	7	2	8	4	4	2	7	1
13 days	5	6	3	2	9	3	5	3	3	*
14 days	2	2	3	1	4	2	4	*	*	2
15 days	2	6	2	1	1	2	2	3	*	1
Over 15 days	4	3	5	2	6	4	7	3	1	7
Employees in schools providing no paid holidays	5	1	10	6	2	17	6	12	26	37
	Skilled maintenance employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in schools providing paid holidays	98	100	95	99	99	97	99	97	91	97
Under 5 days	1	-	2	1	-	1	1	1	-	-
5 days	3	*	7	2	*	4	1	9	4	-
6 days	11	1	10	27	1	13	5	12	31	7
7 days	6	5	4	10	7	14	9	14	24	9
8 days	12	6	13	13	14	17	12	28	4	56
9 days	13	17	9	17	12	11	14	10	9	6
10 days	11	17	11	10	9	14	27	3	2	9
11 days	18	15	12	12	36	5	8	2	5	5
12 days	8	16	9	2	6	6	5	7	8	1
13 days	5	8	5	1	9	7	13	2	3	1
14 days	3	6	3	*	3	2	2	2	-	1
15 days	2	7	2	1	*	1	*	4	1	1
Over 15 days	4	2	6	2	3	2	3	2	1	-
Employees in schools providing no paid holidays	2	-	5	1	1	3	*	3	9	3

[1] Tabulations limited to full-day holidays provided annually; a few schools provided additional half-day holidays.
* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 35. Paid Vacations: Public and Private Schools, United States and Regions

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid vacations and type of ownership, March 1969)

Vacation policy	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100	100
Method of payment										
Employees in establishments providing paid vacations	88	92	81	88	90	84	93	84	84	52
Length-of-time payment	87	91	81	87	90	84	93	84	84	52
Other	*	*	*	1	*	-	-	-	-	-
Employees in establishments providing no paid vacations	12	8	19	12	10	16	7	16	16	48
Amount of vacation pay[1]										
After 1 year of service:										
1 week	5	5	6	6	2	7	4	12	8	5
Over 1 and under 2 weeks	2	1	2	1	3	1	2	-	1	-
2 weeks	49	56	38	57	45	60	71	57	59	34
Over 2 and under 3 weeks	20	9	25	22	22	4	3	9	3	1
3 weeks	9	11	6	2	17	7	5	3	13	10
Over 3 weeks	3	9	3	-	1	4	7	3	*	2
After 5 years of service:										
Under 2 weeks	2	*	4	2	1	1	*	2	4	1
2 weeks	37	37	37	51	18	38	30	53	51	22
Over 2 and under 3 weeks	11	8	13	9	13	3	2	6	4	*
3 weeks	28	30	14	18	54	28	39	15	23	21
Over 3 and under 4 weeks	5	4	5	8	1	1	2	1	-	*
4 weeks	3	7	6	1	2	6	12	2	1	3
Over 4 weeks	2	5	3	*	2	5	7	6	1	4
After 10 years of service:										
Under 2 weeks	1	*	1	*	*	1	*	2	3	1
2 weeks	18	16	30	19	4	16	7	30	27	8
Over 2 and under 3 weeks	7	1	8	6	12	2	-	2	4	2
3 weeks	37	41	19	45	42	39	50	31	34	24
Over 3 and under 4 weeks	11	5	11	4	25	3	3	5	-	*
4 weeks	9	21	9	4	6	17	23	8	15	13
Over 4 weeks	6	8	3	9	2	5	8	6	1	4
After 15 years of service:										
Under 2 weeks	1	*	1	*	*	1	*	2	3	1
2 weeks	13	9	25	15	3	14	6	28	20	7
Over 2 and under 3 weeks	4	*	9	3	4	1	-	2	2	*
3 weeks	32	34	18	39	36	28	33	23	32	12
Over 3 and under 4 weeks	11	5	16	6	14	2	3	1	*	*
4 weeks	15	34	4	12	14	31	40	20	25	28
Over 4 weeks	12	9	8	13	18	6	9	9	1	4
After 20 years of service:[2]										
Under 2 weeks	1	*	1	*	*	1	*	2	3	1
2 weeks	13	9	25	15	3	13	6	28	18	7
Over 2 and under 3 weeks	4	*	9	1	4	1	-	2	2	*
3 weeks	22	26	16	25	23	19	19	17	25	11
Over 3 and under 4 weeks	9	1	15	4	14	1	2	1	*	*
4 weeks	24	44	7	28	24	41	55	26	34	29
Over 4 weeks	15	12	9	16	23	7	9	9	1	4

See footnotes at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 35. Paid Vacations: Public and Private Schools, United States and Regions—Continued

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid vacations and type of ownership, March 1969)

Vacation policy	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Food service employees									
All employees	100	100	100	100	100	100	100	100	100	100
Method of payment										
Employees in establishments providing paid vacations	32	30	22	31	60	50	60	36	61	28
Length-of-time payment	31	30	22	31	60	50	60	36	61	28
Other	*	-	*	*	*	-	-	-	-	-
Employees in establishments providing no paid vacations	68	70	78	69	40	50	40	64	39	72
Amount of vacation pay [1]										
After 1 year of service:										
Under 1 week	*	-	-	*	1	-	-	-	-	-
1 week	4	2	6	2	4	10	14	6	12	1
Over 1 and under 2 weeks	3	1	1	1	13	1	4	-	-	-
2 weeks	16	9	9	21	31	35	39	19	48	22
Over 2 and under 3 weeks	4	2	4	5	7	1	-	4	1	-
3 weeks	1	2	*	*	4	1	2	1	-	2
Over 3 weeks	3	[3]14	*	-	-	1	1	2	-	2
After 5 years of service:										
Under 2 weeks	4	1	5	2	9	1	1	4	-	1
2 weeks	13	7	10	20	15	32	33	17	51	14
Over 2 and under 3 weeks	4	3	2	4	13	3	1	8	3	-
3 weeks	6	5	2	3	20	11	21	3	7	10
Over 3 and under 4 weeks	1	*	1	1	-	1	3	-	-	-
4 weeks	1	*	*	*	2	1	1	1	-	1
Over 4 weeks	3	14	1	-	-	1	-	2	1	1
After 10 years of service:										
Under 2 weeks	3	1	4	2	6	1	1	3	-	1
2 weeks	7	3	9	9	5	17	11	13	29	9
Over 2 and under 3 weeks	4	*	2	2	18	2	-	3	3	1
3 weeks	10	6	4	14	20	24	37	10	28	8
Over 3 and under 4 weeks	3	2	2	2	7	1	3	-	-	-
4 weeks	1	3	*	*	4	5	9	3	-	8
Over 4 weeks	4	14	1	2	*	1	-	2	1	1
After 15 years of service:										
Under 2 weeks	3	*	4	2	6	1	1	3	-	1
2 weeks	6	3	7	8	2	15	11	13	25	6
Over 2 and under 3 weeks	3	1	2	*	14	1	-	3	-	-
3 weeks	9	3	5	11	21	21	29	7	31	7
Over 3 and under 4 weeks	3	3	2	3	4	1	4	-	-	-
4 weeks	4	5	-	5	8	9	15	6	3	13
Over 4 weeks	5	14	1	3	5	1	-	3	1	1
After 20 years of service: [2]										
Under 2 weeks	3	*	4	2	6	1	1	3	-	1
2 weeks	6	3	7	8	2	14	11	13	22	6
Over 2 and under 3 weeks	3	-	2	*	11	1	-	3	-	-
3 weeks	6	4	3	6	15	14	17	3	22	7
Over 3 and under 4 weeks	2	*	2	1	6	1	4	-	-	-
4 weeks	7	6	2	10	14	18	28	10	16	13
Over 4 weeks	5	16	2	3	5	1	-	3	1	1

See footnotes at end of table.

Table 35. Paid Vacations: Public and Private Schools, United States and Regions—Continued

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid vacations and type of ownership, March 1969)

Vacation policy	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Custodial employees									
All employees	100	100	100	100	100	100	100	100	100	100
Method of payment										
Employees in establishments providing paid vacations	90	99	76	92	98	81	95	80	73	56
Length-of-time payment	89	98	75	92	97	81	95	80	73	56
Other	1	1	1	*	*	-	-	-	-	-
Employees in establishments providing no paid vacations	10	1	24	8	2	19	5	20	27	44
Amount of vacation pay [1]										
After 1 year of service:										
Under 1 week	*	-	*	-	-	-	-	-	-	-
1 week	11	12	14	11	6	15	17	19	12	8
Over 1 and under 2 weeks	1	1	2	*	*	2	5	-	1	-
2 weeks	55	62	37	66	59	58	66	53	56	43
Over 2 and under 3 weeks	14	7	17	10	24	3	2	5	2	2
3 weeks	7	15	4	5	7	1	1	1	2	3
Over 3 weeks	2	3	2	-	1	1	4	1	-	1
After 5 years of service:										
Under 2 weeks	5	2	10	2	*	4	1	11	1	3
2 weeks	49	51	40	68	30	50	52	51	54	31
Over 2 and under 3 weeks	9	6	10	7	14	4	3	6	6	2
3 weeks	22	33	8	13	48	18	28	9	11	20
Over 3 and under 4 weeks	2	4	2	2	2	2	5	1	-	*
4 weeks	3	4	4	*	2	2	4	1	-	1
Over 4 weeks	1	-	2	-	1	1	1	1	1	-
After 10 years of service:										
Under 2 weeks	3	1	8	1	*	3	1	11	1	3
2 weeks	27	26	32	30	13	30	28	35	34	21
Over 2 and under 3 weeks	4	1	5	3	5	2	-	2	5	2
3 weeks	38	38	17	47	60	35	50	22	30	23
Over 3 and under 4 weeks	6	3	7	3	13	3	7	4	-	*
4 weeks	9	20	5	4	6	5	8	5	2	6
Over 4 weeks	4	9	2	4	2	1	1	1	1	1
After 15 years of service:										
Under 2 weeks	3	1	8	1	*	3	1	11	1	3
2 weeks	19	15	28	21	9	27	27	34	24	20
Over 2 and under 3 weeks	2	1	5	*	1	1	-	2	1	2
3 weeks	37	40	17	48	51	29	36	17	33	18
Over 3 and under 4 weeks	8	3	11	5	12	3	7	1	-	*
4 weeks	15	31	3	13	17	16	23	11	10	12
Over 4 weeks	6	9	5	4	8	2	1	4	3	1
After 20 years of service: [2]										
Under 2 weeks	3	1	8	1	*	3	1	11	1	3
2 weeks	19	14	27	20	9	27	27	34	24	20
Over 2 and under 3 weeks	2	1	5	*	1	1	-	2	1	2
3 weeks	27	29	13	32	39	21	23	12	27	17
Over 3 and under 4 weeks	5	1	9	2	10	2	6	1	-	*
4 weeks	25	42	7	29	30	24	36	16	17	14
Over 4 weeks	9	11	8	7	9	2	1	4	3	1

See footnotes at end of table.

Table 35. Paid Vacations: Public and Private Schools, United States and Regions—Continued

(Educational institutions: Percent distribution of regularly employed nonsupervisory employees in selected occupational categories in schools classified by formal provision for paid vacations and type of ownership, March 1969)

Vacation policy	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Skilled maintenance employees									
All employees	100	100	100	100	100	100	100	100	100	100
Method of payment										
Employees in establishments providing paid vacations	96	100	92	98	98	97	99	96	96	97
Length-of-time payment	95	99	91	93	97	97	99	96	96	97
Other	2	1	1	5	*	-	-	-	-	-
Employees in establishments providing no paid vacations	4	-	8	2	2	3	1	4	4	3
Amount of vacation pay [1]										
After 1 year of service:										
1 week	9	5	15	9	3	17	15	21	16	5
Over 1 and under 2 weeks	1	*	2	*	*	1	2	1	-	-
2 weeks	55	64	43	66	52	72	76	66	75	65
Over 2 and under 3 weeks	21	11	23	21	25	5	2	5	5	19
3 weeks	9	17	5	2	16	1	2	1	-	5
Over 3 weeks	2	2	3	-	1	1	1	1	-	3
After 5 years of service:										
Under 2 weeks	4	1	11	1	*	2	*	6	-	-
2 weeks	45	46	45	63	18	59	54	66	69	35
Over 2 and under 3 weeks	11	5	14	8	14	5	4	5	3	18
3 weeks	28	37	10	19	59	27	36	13	22	39
Over 3 and under 4 weeks	5	6	5	5	4	2	3	1	-	1
4 weeks	3	4	5	1	2	2	2	3	-	3
Over 4 weeks	1	-	2	-	1	1	*	1	3	*
After 10 years of service:										
Under 2 weeks	-	-	6	1	*	2	*	5	-	-
2 weeks	22	20	32	24	8	31	20	46	36	16
Over 2 and under 3 weeks	4	1	7	2	5	2	-	3	2	4
3 weeks	44	51	27	51	53	52	69	25	54	50
Over 3 and under 4 weeks	10	3	10	4	23	4	4	4	-	16
4 weeks	9	24	5	5	7	6	6	11	1	10
Over 4 weeks	5	1	4	11	2	1	*	1	3	*
After 15 years of service:										
Under 2 weeks	2	-	6	*	*	2	*	5	-	-
2 weeks	16	13	27	15	5	27	19	43	26	10
Over 2 and under 3 weeks	3	1	8	-	1	1	-	1	2	3
3 weeks	39	44	24	47	44	41	49	24	48	31
Over 3 and under 4 weeks	10	4	17	5	13	3	5	1	-	16
4 weeks	16	37	3	17	16	21	25	16	16	37
Over 4 weeks	10	1	6	13	19	3	1	5	4	*
After 20 years of service: [2]										
Under 2 weeks	2	-	6	*	*	2	*	5	-	-
2 weeks	16	12	26	15	5	26	19	43	24	10
Over 2 and under 3 weeks	3	*	8	-	1	1	-	1	2	3
3 weeks	26	31	18	27	30	27	28	15	39	29
Over 3 and under 4 weeks	8	1	15	3	11	3	3	1	-	16
4 weeks	30	51	9	36	32	36	48	25	27	39
Over 4 weeks	13	4	10	16	19	3	1	5	4	*

[1] Vacation payments, such as percent of annual earnings, were converted to an equivalent time basis. Periods of service were arbitrarily chosen and do not necessarily reflect individual establishment provisions for progression. For example, the changes in proportions indicated at 10 years may include changes occurring between 5 and 10 years.

[2] Vacation provisions were virtually the same after longer periods of service.

[3] 14 percent were in schools providing 4 weeks after 1 year of service and less than 0.5 percent were in schools providing over 3 and under 4 weeks.

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

Table 36. Health, Insurance, and Pension Plans: Public and Private Schools, United States and Regions

(Educational institutions: Percent of regularly employed nonsupervisory employees in selected occupational categories in schools with specified health, insurance, and pension plans, by type of plan and ownership, March 1969)

Type of plan[1]	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Office clerical employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing—										
Life insurance	40	57	36	50	18	64	76	57	61	38
Accidental death and dismemberment insurance	29	37	28	33	17	31	30	35	36	19
Sickness and accident insurance or sick leave or both[2]	88	90	78	92	92	75	86	73	73	47
Sickness and accident insurance	8	9	3	16	4	22	24	20	16	24
Sick leave (full pay and no waiting period)	88	89	78	91	92	72	83	67	71	46
Sick leave (partial pay or waiting period)	*	*	*	1	-	*	1	-	-	1
Hospitalization insurance	65	88	33	68	80	59	66	60	59	36
Surgical insurance	65	87	33	67	80	58	66	60	59	30
Medical insurance	60	75	28	63	80	55	61	58	57	30
Catastrophe insurance	54	75	30	56	62	55	66	57	45	38
Retirement pension	85	87	78	85	93	66	77	61	67	37
No plans	9	10	14	5	6	18	9	17	15	50
	Food service employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing—										
Life insurance	24	35	22	22	16	38	50	26	40	22
Accidental death and dismemberment insurance	16	26	14	14	10	18	15	14	24	17
Sickness and accident insurance or sick leave or both[2]	71	85	57	76	80	51	64	38	56	33
Sickness and accident insurance	3	4	1	7	1	9	9	3	13	12
Sick leave (full pay and no waiting period)	70	84	56	75	80	51	63	37	56	33
Sick leave (partial pay or waiting period)	1	*	1	1	-	*	*	1	-	-
Hospitalization insurance	46	83	23	42	68	44	49	30	59	25
Surgical insurance	46	82	23	42	68	43	47	30	59	24
Medical insurance	42	69	21	39	68	41	46	28	54	24
Catastrophe insurance	40	70	18	37	64	34	43	25	38	21
Retirement pension	69	84	55	71	82	42	65	20	42	20
No plans	18	5	27	14	15	34	24	50	20	65

See footnotes at end of table.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 36. Health, Insurance, and Pension Plans: Public and Private Schools, United States and Regions—Continued

(Educational institutions: Percent of regularly employed nonsupervisory employees in selected occupational categories in schools with specified health, insurance, and pension plans, by type of plan and ownership, March 1969)

Type of plan [1]	Public					Private				
	United States	North-east	South	North Central	West	United States	North-east	South	North Central	West
	Custodial employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing—										
Life insurance	35	52	31	36	20	50	60	49	46	27
Accidental death and dismemberment insurance	23	35	22	21	15	31	32	34	31	22
Sickness and accident insurance or sick leave or both [2]	88	95	75	91	96	65	78	62	58	43
Sickness and accident insurance	7	10	3	9	4	18	20	19	16	15
Sick leave (full pay and no waiting period)	87	93	74	90	96	61	76	54	54	42
Sick leave (partial pay or waiting period)	1	1	1	1	-	1	*	2	*	*
Hospitalization insurance	62	88	31	63	80	59	67	56	60	39
Surgical insurance	62	88	31	62	80	58	65	54	59	37
Medical insurance	57	77	27	59	80	52	54	51	58	37
Catastrophe insurance	53	75	25	52	75	45	50	42	44	35
Retirement pension	84	92	73	83	97	52	69	36	56	23
No plans	6	3	11	5	1	19	8	25	17	49
	Skilled maintenance employees									
All employees	100	100	100	100	100	100	100	100	100	100
Employees in establishments providing—										
Life insurance	42	51	42	52	22	65	66	67	58	70
Accidental death and dismemberment insurance	29	33	27	36	20	34	29	39	37	35
Sickness and accident insurance or sick leave or both [2]	93	96	84	98	98	81	90	69	77	91
Sickness and accident insurance	10	13	3	19	4	23	25	20	19	30
Sick leave (full pay and no waiting period)	91	93	84	92	98	76	86	62	68	91
Sick leave (partial pay or waiting period)	*	*	1	1	-	1	1	1	1	2
Hospitalization insurance	70	97	39	75	86	77	81	71	71	88
Surgical insurance	70	96	39	75	86	74	79	70	66	79
Medical insurance	66	86	34	71	86	69	71	66	68	79
Catastrophe insurance	59	84	31	64	71	59	58	61	52	76
Retirement pension	91	97	80	93	99	73	80	55	77	78
No plans	3	3	8	1	-	6	2	10	10	-

[1] Includes only those plans for which at least part of the cost is borne by the employer. Legally required plans such as workmen's compensation and social security were excluded; however, plans required by State temporary disability insurance laws were included if the employer contributes more than is legally required or the employees receive benefits in excess of the legal requirements.

[2] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

* Less than 0.5 percent.

Table 37. Unionization: Public Schools, United States and Regions

(Educational institutions: Percent distribution of schools and regularly employed nonsupervisory employees in selected occupational categories in these schools classified by labor-management contract coverage, March 1969)

Labor-management contract status	United States		Northeast		South		North Central		West	
	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees
	Office clerical employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	2	1	4	*	1	1	3	*	1
Majority of employees covered by agreement	5	13	12	28	*	5	5	18	2	4
No collective bargaining agreement	95	85	88	69	99	93	94	79	98	95
	Food service employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	4	1	3	*	2	1	8	*	4
Majority of employees covered by agreement	5	15	10	33	1	5	7	23	2	4
No collective bargaining agreement	95	81	90	64	99	93	92	70	98	92
	Custodial employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	1	4	2	3	*	4	1	5	*	3
Majority of employees covered by agreement	8	25	14	40	1	7	11	41	3	8
No collective bargaining agreement	92	71	84	57	99	89	89	53	97	89
	Skilled maintenance employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	1	5	2	3	*	4	2	6	1	6
Majority of employees covered by agreement	12	28	25	41	1	11	19	52	3	10
No collective bargaining agreement	87	67	73	56	99	85	79	42	96	84

* Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics

Table 38. Unionization: Private Schools, United States and Regions

(Educational institutions: Percent distribution of schools and regularly employed nonsupervisory employees in selected occupational categories in these schools classified by labor-management contract coverage, March 1969)

Labor-management contract status	United States		Northeast		South		North Central		West	
	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees	Schools	Employees
	Office clerical employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	1	-	-	*	*	-	-	1	8
Majority of employees covered by agreement	*	3	*	6	*	1	*	1	-	-
No collective bargaining agreement	99	96	99	94	99	99	99	99	99	92
	Food service employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	2	*	5	-	-	*	1	-	-
Majority of employees covered by agreement	1	10	1	16	*	4	1	11	-	-
No collective bargaining agreement	99	89	99	79	99	96	99	88	100	100
	Custodial employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	2	*	3	*	2	*	1	1	1
Majority of employees covered by agreement	1	13	1	26	2	4	1	8	*	1
No collective bargaining agreement	99	85	99	72	98	94	99	90	99	98
	Skilled maintenance employees									
All schools	100	100	100	100	100	100	100	100	100	100
Schools with—										
Minority of employees covered by agreement	*	2	*	3	*	*	*	1	1	*
Majority of employees covered by agreement	3	24	4	37	*	6	5	24	1	2
No collective bargaining agreement	97	75	96	59	99	94	95	75	97	98

* Less than 0. 5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics